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TWICE-A-MONTH

NOVEMBER 1, 1921

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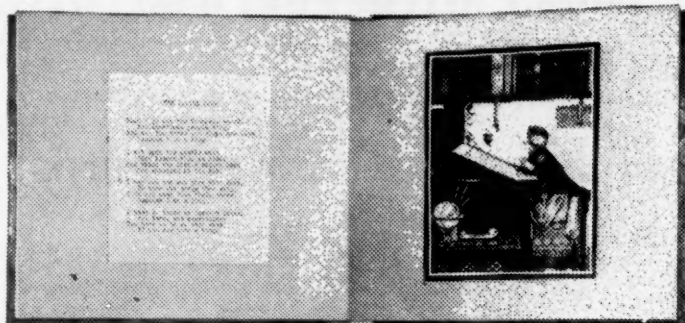
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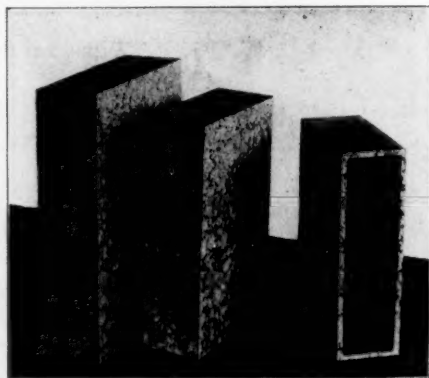
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THE LIBRARY JOURNAL

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Certification and Civil Service Control

By JOHN COTTON DANA,
Librarian, Newark Free Public Library

SEVERAL States have "Commissions" which examine, standardize and certify persons who wish to enter library work. These commissions have not given to libraries satisfactory service; indeed, librarians who have had direct experience with them seem to be almost unanimous in the opinion that they interfere with the wise and proper selection and employment of assistants, slow up library work and lower the quality of library staffs.

On first thought it is surprising to find librarians, individually and at their conferences, crying out for more of this very thing toward which they have long been hostile. They cry out now for another "Commission of Interference" which shall examine not only those persons who seek library employment, but also most of those already employed; which shall "standardize" all who are "examined," and shall "certify" such as in their wisdom they find worthy to work in libraries. This is "Civil Service," is it not? If civil service is not approved of in its present form, why do we ask for the same thing in a new form?

The obvious and brief answer is too impolite for statement here. The involved and courteous answer is two-fold: 1, Librarians are of an ovilious habit; and, 2, Librarians have that ancient affection, governmentitis.

I am sure it is quite an idle task, and especially for one who has, with a few others, been frankly rejected by librarians at a national conference, to try to turn the stream of library appeal away from a call for more of government supervision, away from a call for more management of libraries by State and federal authorities, and toward more of management by those who care most that their libraries be managed effectively and know they can be so managed—that is, by librarians, trustees and the communities they serve. But it can do no harm to register the protest of at least one librarian against the inroads of the itch for supervision by uninformed outsiders which has

attacked my colleagues, and there is a remote possibility that a few others may wish to join in my protest.

Here are a few of the facts that give body to the charge that governmentitis now possesses librarians:

The law of a certain western State says that smaller public libraries shall buy, or make accessible to the public, only books recommended in booklists issued by the American Library Association.

The county library laws of nine States make a feature of "certification," this obviously meaning that in all these States workers in county libraries are to be selected, not by those for whom and under whom they are to work, but by a State commission with full civil service powers.

In one State the libraries which do not comply fully with the laws for "certifying," by and thru outside agencies, all who work in them, are penalized for their display of independence by being refused both State aid and the power to accept aid from local taxes.

For more than three years librarians have voted at meetings of their State and national associations, and almost unanimously, and on almost every occasion that offered therefor, in favor of the extension of civil service interference with their work. They seem keen to establish a national labor union of library workers, whose members shall be chosen by State commissions; and to make all libraries "closed shops" to all save members whose tickets bear the approval of a remote board of examiners. It seems not to disturb them to learn that the examining boards, who are to pass upon the qualifications of those who may wish to work in their libraries, will be in most cases quite ignorant of the special qualities that make good workers in libraries, and of local conditions; and will be keen to exalt their duties; and will in many cases be appointed

not because of fitness for their tasks but for purely "political" reasons.

We now have, as these few facts show, the stream of State civil service interference with library management in full spate, and the great body of librarians are rejoicing in its flow and in its steady rise.

New York State, long famous for the character of its governmental machinery, gives us a note which should be added to the facts which have been briefly stated. In the 34th annual report of its library school, published this year, are the following paragraphs, under the heading "Librarianship and State Certification." To the quotations I have added certain comments, printed in italics.

"Library work is too easy to get into." *So are open shops; therefore, form Unions and issue cards to members.*

"This entire absence of standards or requirements for practising librarianship (save such as a few libraries have voluntarily fixed for themselves) not only keeps at a hopelessly low level the educational and personal qualifications of librarians, but (as a logical result) keeps salaries small." *It is not easy to get funds to pay for workers now; by what magic will funds appear to pay higher wages?*

"And this condition operates in another way. It makes professional training seem unnecessary and thus reduces the number of those who are disposed to attend the few library schools." *Who will prove these statements? So the new laws will at least fill our library schools! And are the schools therefore the eager advocates of those laws?*

"Why spend time for library training when without it there is immediate employment on every hand?" *Consider the advantages of owning a union card, and, thru it compelling librarians to have you whether they like you or not!*

"Looking to the closely allied teaching profession for a convincing analogy, the point in library development would seem to be reached, perhaps passed, when a system of state certification shall give a wholesome stimulus to library personnel and thru it of course to all library development and usefulness." *State certification gives jobs to many; but that it has given a wholesome stimulus to the personnel of any calling has yet to be shown.*

"To the certification plan proposed the committee has coupled the proposal for a small state appropriation to be paid to libraries which employ certified librarians." *It appears that the excellencies of state certification are not seen by all; therefore, those who are so blind as not to see them are to be penalized for their myopia!*

Arguments against the general theory, on which is based the demand my associates make for more governmentalism, are easily found; but would not be heeded if here presented. The trend of public sentiment is toward a more and more penetrating and a wider and wider socialism. Thru it Germany rose to its high estate, under Prussian guidance. "Verboten" was its magic word, and in this country we accept each year more readily the command "Obey," "Obey," "Obey"; and honestly expect to find, in the power that gives us a command and in our ready and eager submission to it, the key that will open the door to that greater social effectiveness that, for a few short generations, we of this new land believed could be found only in individual responsibility coupled with individual reward for responsibility well borne.

As I have already said, protests are useless, as such. But let me add a few quotations which at least hint at the reasons for the faith that is in me.

J. A. Hobson, an English writer of good standing, in a review of a recent book by Graham Wallas says that Wallas discusses fully the claims of guild socialists, syndicalists, and others to fasten the supremacy of professionalism or vocational organization upon society and to endow it with much, if not most, of the constitutional power vested in territorial democracy. Wallas combats this tendency by means of a searching inquiry into the dangers and defects of professionalism as illustrated in law, medicine, and teaching. The professions tend to mechanical routine, excessive conservatism, and a tyrannous attitude toward the public. Especially in teaching (and I venture to add, in libraries, J. C. D.), it is essential that parents and representatives of the general public schools retain a real voice in choice of teachers, subjects to be taught, the allocation of public funds to various grades of education, and general administrative arrangements.

Mr. Wallas's appeal is made this very day. A like appeal was made nearly half a century ago by one who seems now to have had quite the prophet's vision. He wrote somewhat as follows:

Just as the system of voluntary co-operation by companies, associations, unions, to achieve business ends and other ends, spreads thruout a community; so does the antagonistic system of compulsory co-operation under State-agencies spread; and the larger becomes its extension the more power of spreading it gets. For example: Laws to check intemperance, not having done what was expected, there come demands for more thoro-going laws, locally preventing the sale altogether; and in America these will

doubtless be followed by demands that prevention shall be made universal! (Written 40 years ago, and time has proved it true! J. C. D.)

Every extension of the regulative policy involves an addition to the regulative agents—a further growth of officialism and an increasing power of the organization formed of officials (and it is now claimed that the organized body of Civil Service appointees of New Jersey is the most powerful political body in the State! J. C. D.) having common interests . . .

An organization of officials, once passing a certain stage of growth, becomes less and less resistible. . . . The more numerous public instrumentalities become, the more is there generated in citizens the notion that everything is to be done for them, and nothing by them. . . . The socialist speculation is vitiated by an assumption like that which vitiates the specula-

tions of the "practical" politician. It is assumed that officialism will work as it is intended to work, which it never does!

The belief of the socialists is that by due skill an ill-working humanity may be framed into well-working institutions. It is a delusion. The defective natures of citizens will show themselves in the bad acting of whatever social structure they are arranged into. There is no political alchemy by which you can get golden conduct out of leaden instincts.

And do we library people really believe that we, not having ourselves made, by our own zeal and ability, the calling of librarianship of the high standing we desire, can cause it to be made of the desired high standing by and thru the machinery of an unskilled civil service commission, which new laws will set up?

How to Import

THE smaller libraries want to know why and how to import. Let one of their number tell them. Here is a bill for twenty-five new English books recently purchased by a Western library of 50,000 volumes from a well-known London dealer. In parallel columns are set the prices asked by the American handlers of these stocks. Both columns are bona fide, the one based on an actual invoice, the other upon quotations given on request. Both include carriage. The list follows:

		London List Price	Price to Library		American List Price	Price to Library
Amar. Human motor. 1920.....	Routledge	30/-	\$5.70	Dutton	\$10.00	\$9.15
Angell. Fruits of victory. 1921.....	Collins	8/-	1.67	Century	3.00	2.78
Ashley. Modern tariff history. 1920.....	Murray	16/-	3.11	Dutton	5.00	4.65
Barker and Rees. Making of Europe. 1920...	Black	6/-	1.21	Macmillan	2.10	1.97
Benson. Our family affairs. 1920.....	Cassell	16/-	3.08	Doran	4.00	3.75
Benson. Life in a medieval city. 1920.....	S. P. C. K.	5/-	1.02	Macmillan	2.00	1.86
Black's Dictionary of pictures. 1921.....	Black	12/6	2.43	Macmillan	4.50	4.13
Black's Gardening dictionary. 1921.....	Black	15/-	2.93	Macmillan	6.00	5.52
Blücher. English wife in Berlin. 1921.....	Constable	19/-	3.64	Dutton	6.00	5.55
Brown. Principles of economic geography. 1920	Pitman	10/-	2.04	Pitman	3.50	2.74
Brown. Psychology and psychotherapy. 1921...	Arnold	8/6	1.69	Longmans	3.00	1.85
Cammaerts. Belgium. 1921.....	Unwin	12/6	2.43	Appleton	3.50	3.50
Carter. Jute. 1921.....	Bale	5/-	1.02	Macmillan	2.00	1.85
Cole. Perspective. 1921.....	Seeley	18/-	3.46	Lippincott	4.50	4.15
Cunnison. Economics. 1920.....	Methuen	5/-	1.03	Dutton	2.00	1.95
Deschanel. Gambetta. 1920.....	Heinemann	15/-	2.81	Dodd	4.50	4.15
Drever. Psychology of industry. 1921.....	Methuen	6/-	1.03	Dutton	2.50	2.40
Ellis. Gloves. 1921.....	Pitman	3/-	.62	Pitman	1.00	.84
Farnell. Spanish prose and poetry. 1920.....	Oxford	10/6	2.04	Oxford	5.25	2.50
Fenn. Design and tradition. 1920.....	Chapman	30/-	5.70	Scribner	10.00	9.15
Garner. International law. 1920.....	Longmans	72/-	13.71	Longmans	24.00	14.35
Glass. Drawing, design, etc. 1921.....	Batsford	12/-	2.37	Dutton	6.00	5.55
Hamsun. Growth of the soil. 1920.....	Gyldendal	9/-	1.78	Knopf	5.00	4.59
Hollander. In search of the soul. 1921.....	K. Paul	42/-	8.53	Dutton	20.00	18.95
Leacock. Winsome Winnie. 1920.....	Lane	5/-	1.02	Lane	1.75	1.68

Twenty-five English titles are seen thus to have been secured from their normal source

as one apologist for the old order suggests. Here is the entire process:

1. Order from dealers, not publishers. The latter may merely transfer the account to America. The following agents, in the five countries from which libraries draw most of their foreign books, are favorably known in the United States:

For England, E. G. Allen and Son, Ltd., 12-14 Grape St., Shaftesbury Ave., London, W.C. 2; B. F. Stevens and Brown, 4 Trafalgar Square, London, W. C. 2.

For France, Librairie Terquem, 1 Rue Scribe, Paris.

For Germany, Otto Harrassowitz Buchhandlung, 14 Querstrasse, Leipzig.

For Italy, Libreria Liberman, Via Francesco Crispi 81, Rome.

For Spain, Victoriano Suárez, Preciados 48, Madrid.

Addresses in other countries may be given on request.

2. Import by post, not by freight. The latter is slow, costly and troublesome. There is a tariff on English books published within twenty years, but libraries are exempt. Book parcels are delivered like other mail, without any formality, if addressed to the library.

3. The bill is rendered in foreign money. To settle it, a draft or money order (preferably the former) can be secured from any office of the American Railway Express Company. A local bank, too, may be the medium. The post office, however, should not be employed, because its rates of conversion exceed current values, and, besides, are not available at all for certain countries. Thus, in the above list, a postal money order cannot now be sent to Germany or Spain, while for Italy the sender must make his own conversion. For England \$4.00 is charged for a pound sterling (\$3.75 being the present value), and only 11 French francs (instead of the current 14) are given for \$1.00. The Express Company settles with the library in dollars, and gives a cheque or money order to be sent to the foreign agent. That's the whole transaction.

4. As libraries find it useful to have regular lists of new publications from which to select their American purchases—the *A. L. A. Book-list*, *Cumulative Book Index*, *Publishers' Weekly*, etc.—so they may desire similar European trade bibliographies. For the same five countries mentioned above, the following are available:

For England, (a) *The Bookseller* (monthly), 10 s.; (b) *English Catalogue of Books* (annual), 15 s.

For France, *Bibliographie de la France* (weekly), 60 fr.

For Germany, (a) *Wöchentliches Verzeichnis . . . des deutschen Buchhandels*, 198 M., (b) *Halbjahresverzeichnis der . . . Bücher* [etc.], 154 M.

For Italy, *Bollettino delle pubblicazioni italiane* (monthly), 14 fr.

For Spain, *Bibliografía Española* (monthly), 15 pes.

If critical reviews be wanted, one will begin by adding the (London) *Times Literary Supplement*.

The Committee has received a communication, dated October 25, 1921, from the present manager of the *Agence de Librairie et de Publications* ("A. L. P.") Mr. J. Delbourgo, disavowing the offer published in the *LIBRARY JOURNAL* of September 1, 1921 by his predecessor. New terms in detail are not yet to hand. Libraries therefore will proceed with caution.

M. LLEWELLYN RANEY,

ANNA G. HUBBARD,

PURD B. WRIGHT,

A. L. A. Committee on Book Buying.

A Serious Appeal

COMETH now the Publicity Committee of the A. L. A., headed by Willis Kerr of Kansas, and at his side Arthur L. Bailey, Charles H. Compton, Samuel H. Ranck, and other Citizens of Standing, with an appeal to Librarians for True Tales which May be Told for the Glory and Advancement of the Library Service.

These Men and Women know of many Fair Communities in our Great Country where the blessings of Library Service are not known. From these Famine Stricken Areas Arises Now and Again a Cry, "Tell us What a Library Can Do! To What End Should We Essay to Raise up a Library?"

Therefore Willis Kerr and his Fellow Workers in the Vineyard of Publicity urge upon all to Tell Tales out of Libraries, Tales that May Prove how Libraries Can Help Business, Advance Education, and build Men and Women of the Stature of Mind and Soul Needed in this Republic.

Paul M. Paine, of Syracuse, in the Commonwealth of New York, Asks the Honor of Receiving and Editing such Tales for the Common Welfare of Library Service.

W. H. KERR.

The October number of the *Bulletin of the Haverhill Public Library* is devoted entirely to the Library's picture collection. Last year 32,187 pictures were circulated, the majority of which were used in the schools. The whole collection numbers about 40,000 pieces.

National Certification and Training*

A PLAN for a national certification system presented to the Association in very general outline at the Asbury Park Conference in 1919 was informally approved at that time and referred to the Council. Subsequently it was considered by the committee in charge and embodied in the Enlarged Program. Altho it later became necessary to abandon the major part of that Program, the certification proposal has survived as the one feature aiming at the advancement of the library profession which must not be abandoned, but carried forward at all hazards. In spite of the general approval it has won and some impatience to see it put into effect, your Committee considers it advisable in a matter of such far-reaching importance to proceed deliberately. Last year the plan was carefully considered by a special committee appointed by the Executive Board. The report of this committee recommending the establishment of a National Board of Certification for Librarians was adopted at the Colorado Springs Conference and forms the basis of the study which has been given to the subject by the present Committee.

FUNDAMENTAL PRINCIPLES INVOLVED

The proposed national certification plan is based fundamentally on the principle that it is not only the right but the duty of the American Library Association to formulate standards of fitness for professional library work; and this principle carries with it as an inevitable corollary the right and duty of the Association to cause to be created, and even to contribute to the financial support of, some properly constituted body for accredited training institutions which maintain the standards of instruction deemed necessary for efficient and progressive library service.

The principle of accrediting educational institutions, thru voluntary organizations, both academic and professional, is well established. Tremendous advances in medical education, for example, have resulted from the application of this principle. By its action a year ago, the American Library Association put itself definitely on record in favor of national certification and the use of the accrediting device to secure professional progress and progressive efficiency in library service. It is a notable step the Association has already taken, but we still have before us the more difficult practical task of financing and organizing the Certifica-

tion Board. Until that body is actually at work, little can be done to remedy the conditions which have so long made library work the most underesteemed and underpaid of all public services.

A WARNING

. . . We must be on our guard to distinguish between attacks born of selfish and unworthy motives and the sincere questionings of those whose judgment may differ from our own.

VOLUNTARY VERSUS COMPULSORY METHODS

The situation in the library profession demands that emphasis be laid at this time on voluntary rather than compulsory methods. The need for compulsory standards of fitness cannot be as readily demonstrated to the layman as in such professions as medicine or law, where danger to life and health or loss of property are the direct and manifest result of incompetence. . . .

Perhaps the principal advantage of the national voluntary system lies in its second feature—co-ordination and accrediting of training agencies. Following the modern system of certification of teachers, it may be assumed that it will be found desirable to certify without examination the graduates of approved training schools. In teacher training the state is traditionally a self-sufficient unit, and can properly be so because of the large number of teachers required. The number of professional library workers, on the other hand, is so much smaller that many states cannot be expected to support adequately their own professional library school. They will necessarily recruit workers, particularly for specialized types of work, from schools located in other states, but how futile it would be for each of the forty-eight states to make its own examination and accredited list of the twelve or fifteen, or more, library schools in all parts of the country, and how confusing to schools to be subject to the separate and inexpert scrutiny of forty-eight states, to find themselves accredited perhaps by some states and not by others. The only sensible thing is evidently to provide one central accrediting agency. . . .

RESPONSIBILITY RESTS ON CERTIFICATION BOARD

The proposed National Board will be responsible for working out the details of the certification and accrediting system. It must be made up of the ablest and most experienced members of the profession, whose minds will be open to all helpful suggestions and who will go about their important work with the single purpose of doing the constructive and helpful thing.

* Report of the Committee on National Certification and Training, 1920-1921, abridged.

The Board will not pass back to the Association the responsibility for making decisions in matters of detail. . . .

ADVISORY COMMITTEE SUGGESTED

Qualifications for professional library work are essentially the same in every part of the country. . . . While it is entirely practicable, therefore, to set up standards for the entire country, it may well be found advisable for the Certification Board to organize advisory committees in various sections of the country to assist in the application of those standards. In the opinion of the present Committee, one of the earliest tasks of the Certification Board should be the formulation of a plan for advisory committees so constituted as to be representative of the best professional ideals and practice of the states. Upon such advisory committees the Board should rely for much of the information on which to base its judgments in all cases requiring first-hand knowledge of conditions. . . . They would keep the National Board closely in touch with local conditions in all parts of the country, would serve to bring the work of the Board to the attention of state and local associations, and would be of the greatest assistance in securing the adoption of national standards by state and local authorities.

PLAN OF CERTIFICATION TENTATIVELY SUGGESTED

Little further progress can be made until funds are available to carry on the activities of the Board. . . . Until an annual income of at least \$10,000 is in sight, it would, in the opinion of your Committee, be unwise to proceed with the organization of the National Board of Certification of Librarians.

In the meantime, it may be profitable to examine the project from as many angles as possible. This committee would not presume to prepare a detailed plan for the use of the future Certification Board. There can be no objection, however, to suggesting the outlines of a tentative plan merely for the purpose of giving a clearer understanding of the implications and possibilities of the principles already adopted. Tho the Board, when organized, may not see fit to be guided by suggestions offered here, they may contribute to the clarity of our thinking, and even help in finding financial support.

It is in this spirit that your Committee wishes to submit for discussion a tentative scheme of certification illustrative of what the Board may eventually adopt. . . .

OUTLINE OF TENTATIVE SCHEME

Class I

Education: Same as for Classes II and III.

Experience: Notably successful experience of

at least ten years in library administration or in professional library work requiring special technical skill and involving considerable responsibility.

Types of Positions to Be Filled by Holders of Class I Certificates: Chief librarian, and occasionally assistant librarians, of large libraries—municipal, state, university, college, endowed libraries, etc.; head of department in large libraries, where position requires special technical qualifications, or broad knowledge of library work, with supervisory or administrative responsibilities; directors of library schools and the successful professors and instructors in library schools; officials of state library commissions.

Class II

Grade A. Education: (1) Graduation from approved college, with reading knowledge of at least one modern language other than English; and (2) not less than one year's successful study in an approved library school, with recommendation of school faculty.

Experience: Not less than five years' successful experience after taking library school course, except that one year of approved specialized or advanced study may be substituted for two years of the experience required for Class II certificate.

Grade B. Education: (1) Not less than one year of successful study in approved college, or the equivalent, including reading knowledge of at least one modern language other than English; (2) one year's study in approved library school, with recommendation of school faculty, or passing of examination in library economy, and such other tests as may be prescribed by Certification Board.

Experience: Ten years' successful experience, less one year for each full year of study (beyond the first year) in an approved college, and for one year of study in an approved library school.

Types of Positions: Head of public libraries in smaller cities, smaller state libraries, less important college and university libraries; assistant librarians in such libraries; heads of departments in libraries of all sizes; branch librarians; reference librarians; librarians of important school libraries; heads of important special libraries; teachers in library schools.

Class III

Grade A. Education: (1) Graduation from approved college, with reading knowledge of at least one modern language other than English; and (2) not less than one year's successful study in approved library school, with recommendation of school.

Experience: None required.

Grade B. Education: (1) Not less than one year of successful study in approved college, or equivalent, including reading knowledge of at least one modern language; and (2) one year's successful study in approved library school and recommendation of school faculty; or, passing of examination in library economy and such other tests as may be prescribed by Certification Board.

Experience: None required.

Types of Positions: Professional assistants in all departments; heads of small libraries; heads of minor departments; branch librarians of smaller branches.

Class IV

Grade A. Education: Four-year course in approved high school; instruction in approved training class or other approved training agency, as may be required by the Certification Board.

Experience: None.

Grade B. Education: Four-year high school course, or equivalent to be determined by the Certification Board; and passing of examination in library technique and such other tests as may be prescribed by the Certification Board.

Experience: At least one year of approved library work.

GENERAL EXPLANATION OF PLAN

The distinction between the three classes of professional certificates is based primarily on successful experience, professional achievement and demonstrated fitness for some branch of professional library work. . . .

Advancement from Class III to Class II and from Class II to Class I should probably not be automatic. Mere length of service should not qualify for the higher certificate. The Board should require some definite test of success. . . .

SPECIAL CERTIFICATES

In addition to these three classes of general professional certificates, a group of special certificates should be provided for. In the beginning these should probably be at least equal in rank to Class II certificates and call for special qualifications in addition to those required for general professional certificate of Class II. . . . Among the special certificates which will probably be found desirable from the beginning, the Board may issue one which will stand for special skill in cataloging. . . . Other special certificates should stand for similar special ability and success. Certificates for high school work, children's work, and business library work are types that readily suggest themselves as among the first to be used.

CERTIFICATE FOR UNLIMITED TERM RECOMMENDED

It will be observed that differentiation between certificates of higher and lower rank is not based on the length of time for which they are valid. . . .

SUB-PROFESSIONAL CERTIFICATE

In addition to the three general professional classes and the various special certificates of professional rank, a Class IV, or sub-professional, certificate is provided in this suggested scheme. This Class IV is not to be considered as an entrance door to the professional classes.

. . . The general confusion of the professional and clerical grades of service is one of the conspicuous defects of library organization at the present time, and this confusion tends to be carried over into the work of training agencies.

The Class IV certificate is provided, therefore, to give conspicuous recognition to the distinction between the professional and clerical types of library work, and to make it clear that both types are essential, that both require special, tho not the same, qualifications, education, and training. . . .

Class IV, then, will make evident to all the difference between the two types of trained library workers. . . .

The Class IV certificate will also serve a useful purpose in enabling the Board to standardize training classes, summer schools, and other agencies engaged in training for the sub-professional services. The product of approved training classes, and other agencies of the same grade would be granted a Class IV certificate without examination in the same way that it is proposed to give Class III certificates to graduates of approved professional library schools.

APPLICATION TO LIBRARIANS NOW IN SERVICE

The suggestions sketched above look upon the national certification system as a going concern—a condition that probably cannot be reached inside of two or three years. After the general plan has been worked out and adopted, the Board will be confronted with two problems requiring much constructive imagination and no small amount of tact and judgment. The first is the problem of classifying and certifying librarians now in service and bringing them into the system. The second is the classification and accrediting of training agencies, since entrance to the system will from the start be partly thru the library schools.

It should be clearly understood that the system proposed is designed primarily to apply to those entering library service in the future, yet it is desirable from the very first to bring in at least the larger part of workers now in service. Nothing else is so certain to insure the success

of the plan. As the system is purely voluntary, it will be the task of the Board to create an interest and a desire to participate in it. It is not opposition but indifference that the Board will have to contend with in the beginning.

Obviously the standards designed for future entrants cannot be applied literally to the existing body of workers. It would seem that the procedure of the Board should be somewhat as follows: A system of certification having been formulated and adopted, it will be given wide publicity and carefully explained. Each library worker will be able at once to form a pretty accurate estimate of the place in the scheme to which he is entitled by his present work and responsibilities. He will then make application to the Board for the certificate to which he considers himself entitled, or will apply simply for certificate, leaving the matter of class entirely to the judgment of the Board. The blanks provided would ordinarily give the Board the information necessary to pass on the application; in doubtful cases it would seek the assistance of properly constituted advisory committees.

No applicant now in service would be subjected to examination other than the statement of facts submitted in making formal application for certification. Examinations come into play only in dealing with future entrants who cannot offer the required credentials from approved institutions of general and technical education and as a basis for promotion from class to class. Each worker should be accepted and certified on the basis of what he is now doing and not made to suffer any unnecessary disadvantage for lack of formal technical training. This is all that anyone can ask. The whole system when once established should go far toward wiping out the present more or less artificial distinctions between those who get their training by experience and those who arrive via the schools.

CERTIFICATION WILL AID IN RECRUITING

It may appear that the setting up of the certification system, with higher standards for future entrants to professional positions, will have a tendency to increase still further the shortage of competent workers. A moment's reflection will show, however, that such is not likely to be the result. Libraries will have exactly the same workers they had before. Some of them may not be certificated and some may not have as high a professional certificate as may be desirable for the position held, but no organization is any worse off than it was before. The difference is that under the certification system each library knows exactly where it stands. For a time it may have to get on with a larger pro-

portion of workers of sub-professional rank than it should, but the system gives a definite goal towards which to work.

In the long run the fixing of standards, by fostering professional spirit and increasing efficiency, will raise salaries and attract more and better recruits which improved and enlarged training agencies will bring into the certification system and relieve the existing shortage of competent workers. . . .

BOARD NOT CONCERNED WITH SALARIES

It is probable that in the course of time each class of certificate will come to stand for a definite range of salaries. A Class III certificate, for example, might stand for a salary of \$1,500 to \$2,400; a Class II for \$2,000 to \$4,000; and Class I, \$3,000 and upwards. Salaries for the different classes of certificate holders would necessarily overlap and the range for each would have to be quite extensive to allow for differences in local conditions. Standardization of salaries to correspond with standard grades of professional rank is no part of the present proposal and will not come within the scope of the duties or powers of the National Board.

RELATION TO A. L. A. EMPLOYMENT SERVICE

It is evident, however, that there should grow up at once an intimate relation between the Certification Board and the A. L. A. employment service. The records of the Board in regard to each certificated member will be far more complete than the employment service can hope to bring together for its own use.

COMPOSITION OF CERTIFICATION BOARD

. . . The committee reporting last year recommended the creation of a board of nine members, five to be elected by the Council of the American Library Association, one representing a public library with a training class, one a small public library, one a state or federal library, one a college or reference library, and one with library relations not specified. The four other members were to be elected by the Council upon nomination by each of the following organizations: the Association of American Library Schools, the League of Library Commissions, the National Education Association, and the Special Libraries Association.

After thoro consideration the present committee endorses this plan in principle, but raises the question as to whether it would not be advisable to bring in also a representative of institutions primarily engaged in the work of professional education in general. Many of the library schools are now more or less closely affiliated with universities, and the tendency is clearly in that direction. If library work and training are to be put on a par with other

professions the presence of a representative of the American Association of Universities of the National Association of State Universities might prove to be of very great assistance. To make room for such a member in a board of nine, it has been suggested that the League of Library Commissions might be omitted, since the interests represented by the commissions are fully cared for by other members of the Board. The problem is to secure in the membership of the Board a proper representation of all the library and educational interests which will come within the influence of its activities. . . .

The present committee also wishes to call special attention to the importance of a suggestion made by last year's committee in regard to incorporation of the Certification Board. It is clearly essential that such a body should have a high degree of independence and not be subject to the exigencies of Association politics or endangered by such a drive as might readily be engineered by a small but active and discontented element. It must be able to maintain a consistent policy and program over a long period of years. The Board should also be in a position to deal without fear or favor with all present and future library organizations as well as with all other professional and educational organizations having any interest in standards of library service and training. A Board incorporated by Congress or one of the states, with a membership constituted in some such way as recommended by last year's committee, would be sufficiently amenable to the real opinions and desires of the library profession. The American Library Association by appointing a majority of its members will have adequate control over its activities and as an independent incorporated body, its dignity and authority would be insured.

COMPARISON WITH BRITISH SYSTEM

The national certification system will secure for American librarianship the advantages, without the disadvantages, which the British Library Association derives from its scheme of examinations and certificates, coupled with its system of classified membership. Roughly speaking, the three classes of certificate holders in our proposed plan would correspond to the fellows, members, and student members of the British Association. The British system of association dues also gives a hint as to a method for financing the work of our National Board. Fellows pay dues of £2 2s a year, and members £1 11s a year, while student members pay only 10s 6d. It would seem to be quite fair and entirely practicable to assess holders of Class I certificates \$10 a year, Class II \$5 a

year, Class III \$2 a year, and Class IV \$1. Such a scale of annual fees in addition to examination and entrance fees would go far toward meeting the expenses of the Certification Board after the first few years. Some such scale of dues would correspond approximately to salaries received and be much fairer than the low flat rate which is the only practicable method under the present conditions of A. L. A. membership. The committee makes no recommendation on this point but offers the suggestion for consideration.

RECOMMENDATION

In view of the fact that no practicable means of financing the activities of a Certification Board are yet in sight and it is therefore unwise and inexpedient to proceed at once with the organization of the Board, your committee recommends that the Executive Board be empowered to appoint another temporary committee whose duties shall be to give the subject continuous consideration in general and especially (1) to seek financial support, (2) to prepare articles of incorporation, and (3) to proceed immediately with the incorporation and organization of a Certification Board whenever funds are available to carry on its work with a reasonable assurance of permanency.

C. C. WILLIAMSON, *Chairman*,
JAMES F. HOSIC,
DORSEY W. HYDE, JR.,*
CORNELIA MARVIN,
EVERETT R. PERRY,
JOSEPHINE ADAMS RATHBONE,
JULIA A. ROBINSON,
AZARIAH S. ROOT.

FREE ON REQUEST

"The New York Public Library has received from Colonel Arturo Santana of Caracas, Venezuela, a number of copies of his *"La Campana de Carabobo (24 de Junio de 1821) Relacion Historica Militar."* The volume is in Spanish, unbound, quarto, has 392 pages and contains numerous portraits of distinguished South Americans, maps and illustrations. Considerable of the matter has to do with Simon Bolivar. The weight of the volume is four pounds wrapped. A copy will be sent to libraries requesting one upon receipt of postage to the zone indicated."

A revised edition of the New York Public Library handbook has been issued and is on sale at the central building, price twenty-five cents.

*Mr. Hyde signed this report in his personal capacity and not as president of the Special Libraries Association.—Ed. L. J.

Some Recent Reference Books*

Annuaire des ventes de livres; guide du bibliophile et du libraire; publié par Léo Delteil; 1re année (Octobre 1918-Juillet 1920). Paris: A L'Agence Général de Librairie et de Publications [1921]. 421 p.

A new manual of French book auction records which fills a long felt need. Outside of two or three sporadic attempts, no guides to the current values of French books have been published and unless the books have been sold at auction in the United States, England or Germany, none can be established. The work is well executed and gives a rather fuller physical description of the books than the American or English auction records. Author alphabetical arrangement. Leo Delteil, the editor, has recently attempted a similar venture, an annual, giving print auction records.

Graham, Bessie. The bookman's manual; a guide to literature. New York: R. R. Bowker Co. 1921. 434 p.

Consists of material expanded from a course of lessons on book salesmanship given at Philadelphia and is reprinted from chapters which appeared serially in the *Publishers' Weekly*. Intended as a summary of the best books in most fields of general knowledge and literature. Intended for book-sellers, but contains some material of interest to librarians particularly the information and comments about modern American novelists, poets, dramatists, and about editions of the classics. Weak in some departments; e.g., gives no space at all to Italian, Spanish, Scandinavian, or Dutch literature. Arranged in classified chapters with systematic presentation of material. Indexed.

Williams, Reginald G. A manual of book selection for the librarian and book lover. London: Grafton & Co. 1920. 132 p.

A text-book of book selection. Chiefly useful for assistants desiring promotion thru examination or students who wish to familiarize themselves with the elementary aids to book selection in the various fields of knowledge. The methods of classifying and recording purchases given, might also be of use to the librarian of a small library. References are almost entirely to British works.

Master printer's annual and typographical year book, 1921; ed. by R. A. Austen-Leigh and Gerard T. Meynell. London: Spottiswoode, Ballantyne & Co., Ltd., [1921]. 448+54 p.

First issue appeared in 1920. An annual review of industrial conditions, directory, and who's who of the printing trade in England. The directory feature includes associations, alliances, trade unions, and benevolent societies, and a trade directory of stationers. Includes also a bibliography for practical printers, and a chronological list of printers who have occupied prominent positions as King's printer, etc.

Handbook of local government for England and Wales, prepared for the use of Councillors; with special sections on matters of immediate importance. . . . London: Labour party [and] George Allen and Unwin, 1920. 265 p.

Systematic treatment in encyclopedic form of the organization and powers of local government in England, with emphasis on what may be termed the

public welfare side. Directory of the Labor Party offices and officers. Bibliography. Not indexed.

The Labour international handbook [1921]; ed. by R. Palme Dutt. London: The Labour Publishing Company, Ltd., and George Allen & Unwin, Ltd., 1921. 320 p.

Prepared as a continuation and extension of the *Labour Year Book* by The Labour Research Department. "Part I consists of reviews of the leading issues of international affairs and foreign policy from a labour standpoint. Part II is intended as a guide to the international labour movement." Contains chapters on: The Peace Treaties; International Government (including the League of Nations) Economic conditions after the war; Russia and the World; Problems of Racial Conflict; International Socialism; International Trade Unionism; International Co-operation; Labour abroad, and a Directory of International Labour. Indexed.

Artschwager, Ernst and Edwina M. Smiley. Dictionary of botanical equivalents; French-English, German-English. Baltimore: Williams & Wilkins Co. [1921.] 137 p.

Translation of technical botanical terms not commonly found in dictionaries. "List of plant names includes important economic plants, farm weeds, and the Latin equivalents for the larger plant groups." Does not aim at complete compilation. German section which is by far the largest portion of the book is based on Schneider's *Illustriertes Handwörterbuch der Botanik*. Only 15 of the 137 pages in the book are devoted to French terms.

Haynes, Edwin, comp. and ed. Timber technicalities; being definitions of terms used in the home and foreign timbers, mahogany and hardwood industries, the sawmill and wood-working trades, as well as those employed in connection with architecture and building construction. London: William Rider and Son, Ltd., [1921]. 191 p.

A useful glossary of terms used in the description of timber, timber working and building. Commercial and shipping terms also included. Additional features are: a bibliography of timber; contractions and abbreviations in use in commerce; tables showing the gain in freight on planed wood; the actual measurement compared with the nominal; approximate weight per cubic foot of English, and official weights of American hardwood lumber; and a glossary of terms in five foreign languages.

MacCába, Alasdair (Alexander MacCabe), ed. Leabhar nah Éireann. The Irish Year Book and world directory. Dublin: The Kennig Press, 1921. 160 p.

Reappearance in new form of the first *Leabhar nah Éireann* which ceased publication. Contents consist chiefly of short signed articles on different phases of Irish art, industry, literature, education, and government. Strongly nationalist in treatment. The world directory feature contains little that cannot be found in an ordinary almanac.

Great Britain. Naval Intelligence Division Admiralty. A manual of Netherlands India (Dutch East Indies). Comp. by the geographical section of the Naval Intelligence Division, Naval Staff Admiralty. London: H. M. Stationery Office, [1920]. 548 p. (I. D. 1209.)

Encyclopedic information in condensed form about the Dutch East Indies. Similar in treatment to *Statesman's Year Book*, but of course, much fuller. Topography, climate, administration, health, history, agriculture and industries are all included. Indexed.

*From Carl I. Cannon's List of Reference Books prepared for the *Bulletin of the New York Public Library*.

Certification of Librarians*

CERTIFICATION of librarians, with all deference to its promoters, is an undesirable thing. Heretofore, when about to spill printers' ink, we have deliberately kept our hands off this subject. It was the one activity listed for the enlarged program which we could have seen die without regret and we even fatuously hoped it might; but recent developments indicate that it is about the only one of those activities which today is thoroly, even lustily, alive. And when the chairman of the A. L. A. committee on national certification brings in, at Ithaca, a report on which no discussion is desired, presumably as tho the matter were already settled for all time, we realize that the danger is rolling very near indeed. We doubt if our words will carry much weight, for such is the penalty that the purposely facetious is apt to suffer when occasion finds him in downright earnest. But we will risk it.

Libraries need and want college graduates, library school graduates and trained people of experience. They have always needed them; but poverty and the ignorance of trustees, city fathers and the public itself have caused many institutions to grow up without these trained administrators with results in which both good and bad have played their parts. But the days in which we did not know our needs are rapidly receding into the past. Before long—certainly during the lifetime of most of our present incumbents (and every certification plan we have seen makes provision for retaining these)—it will be the exception when a community will have to be told what sort of person it should employ in the office of librarian, and the problem will resolve itself into the ultimate one under all circumstances of finding and paying the right person. And, say what we may to the contrary, it will be the call of the job and the satisfaction of adequate remuneration which will have power to attract the right person, rather than the glory of the certificate.

But while we need the trained librarian much we need the born librarian more, non-graduate tho he or she may be. Certification schemes take some notice of this fact but only in so far as to permit the employment of non-graduates who have demonstrated their ability before the date on which the law will take effect; they provide no opportunity for the testing of an about-to-be-born-librarian's mettle. Such, we are told, should add the indispensable degrees to their birthright. So they should if possible, and if they know in time; but if the negligence of one's forbears, or the occasionally honest

absence of dollars and cents stands in the way of such degrees, the library and the born librarian will never meet, or will meet but to part. Certification will then have succeeded in excluding the fittest, for natural bent, since it may not be acquired, must remain our biggest single asset.

Exclusion of the unfit, which is certification's strong card, is, similarly, a matter of enlightenment, of money and of the courage to dismiss, and is not to be assisted by making it also a matter of law. Enlightenment spreads more surely and successfully thru suggestion than thru force, and suggestion and recommendation are rapidly doing their work. The very fact that the certification idea is taking hold spontaneously in so many places, is proof that we know our needs and are willing to go to considerable length to supply them. That it also shows our tendency to seize precipitantly upon the first remedy offered, is a less encouraging sign.

The mediocre will come among us, of course, whatever happens; but certification, if it does anything at all, will help to cripple us here. Under it the mediocre will climb in grades and will automatically draw increased pay for unimproved service. Few of us have any difficulty in recalling the proportion of this type who "got thru" in our own student days; and it is a careful library school which does not graduate its quota annually. In fact no normal (in its common meaning) class can be without them; and to them alone certification will prove a boon. Precisely after the manner of civil service will certification function in this particular.

Even New York State, which is headed direct for certification, having just given its regents autocratic power over library appointments, admits in its replies to objectors, that some of the reasons against are founded on possibilities. That there is a "real danger" that certification is likely to place too much value and emphasis on mere technical training and thus make the operation of libraries more a process of machinery than an expression of ideals and personality, New York allows, but holds that this is only to be feared when the "tests are too mechanical or technical." But tests that are neither mechanical nor technical are extremely difficult to formulate into law and quite as difficult to apply when legalized. The only adequate provision here would be so loose a one, in the legal sense, as to permit us to exercise

*From the *Boston Evening Transcript* of October 12.

our pre-certification liberty of choice. And if this be so, why the red tape of the law at all?

Again, to the charge that certification must be operated by State officials and tends to add to the authority and autocratic power of such officials, New York replies that "this is, perhaps, inevitable," as it is with licenses issued to other professions; but that "any board having charge of such certification, being a creature of the State, will be kept in authority only so long as its service is satisfactory to the State as a whole." With this latter statement, we differ radically. The interest which the State as a whole will have in the everyday workings of a librarians' certification committee, will be practically nil. What, now, does the State as a whole care for the difficulties and vexations of spirit, the hold-ups, hindrances and nullifications that libraries under civil service undergo? The State as a whole, or the city as a whole, has had impressed upon it that civil service is a panacea for many evils. So it fixes civil service by law, impartially, where it will do the most good and where it will do the most harm, and then quietly goes to sleep under its rule. And if, perchance, a library protest grows so loud as to reach its somnolent ears, it grumbles, with a sense of just irritation, that librarians are a fussy lot who do not know a good thing when they have it. So the State as a whole turns over and goes to sleep again. And if this is true of civil service which no library ever desired, it will be still more true of certification laws which are backed by the libraries themselves.

The small number of good applicants for library work in comparison to the demand is our present greatest hardship. Certificationists say that when requirements are fixed by law this dearth will cease and as soon as librarians become a licensed class they will also become a numerous one and a better one. Judging from analogies in the other professions, we doubt it. To the ordinary mind a license is a necessary nuisance intended to keep out impostors and to keep up statistics. We seldom trouble to verify its possession by the physician or the lawyer of our choice. Instead we look for personal qualities, places of education and past records of achievement. There is no field in library work for imposture, and it ought to be self-evident that we shall continue to prize ourselves and others will continue to prize us, in the future as in the past, because we are librarian-born, or Albany-bred, rather than because we hold a regent's permission to work in New York or a certificate in Wisconsin.

It is possible that more of the mediocre will flock to library schools when such attendance

is demanded by law, but we are not of the opinion that this will elevate the profession. To be condemned to the deadly dullness of a ground-out product is not a cheerful prospect.

We trust New York is going to like its law now that it has one. A town within its limits may not use its own tax money for a public library unless it hires a librarian to suit the State Regents, which latter are given discretionary, and apparently unlimited, powers! To put it mildly, this is going some, we think. It is even going more than Wisconsin, which has its cut and dried stipulations for four grades of certification. We hope they will both enjoy the fruits of their labors; but we hope much more earnestly that all the other States, and the nation, will hold off for a very long time to watch results in certified quarters. And such as have bills pending will be wise, indeed, if they can drop them in committee into those particular pigeonholes, possessed of all Government committees, that open on the bottomless pit.

THE BOOKMAN'S JOURNAL AND PRINT COLLECTOR

THE publishers of the LIBRARY JOURNAL announce that they have arranged to be joint publishers of the *Bookman's Journal and Print Collector*, a new monthly magazine in the collecting field, edited by Wilfred G. Partington. The edition for both countries will be printed in London, and the subscription price will be six dollars a year. This monthly, the only periodical in the field, succeeds a weekly of the same name, which in less elaborate form has run thru four volumes. The new form starting as volume five, number one, is dated October 1921. The editor has enlisted a strong corps of contributors, and in the first number is the beginning of a series of reminiscences by Clement K. Shorter, an article on "The World and the Artist" by John Drinkwater, on "Gold-Tooled Bookbinding in England" by Cyril Davenport, the leading writer in this field, an article on the Roger Bacon manuscript by Herbert Garland, one on James McBey, master etcher, by Malcolm C. Salaman, reviews of important books in the field of collecting, the beginning of a series of bibliographies by Henry Danielson, and records and notes of English auction sales in both the book and print fields.

BACK NUMBERS OF THE LIBRARY JOURNAL WANTED

Twenty-five cents each will be paid for numbers of the LIBRARY JOURNAL for April 15, 1920, and January 15 and February 1, 1921, returned to this office.

The Riverside Library Service School and Its Founder

By R. R. BOWKER

THE Riverside Library Service School is *sui generis* because Riverside is a *sui generis* place and even more because its founder Joseph Francis Daniels, was very *sui generis* indeed. The word "Service" in the name of the School represents the spirit of his life. Coming to the Riverside Public Library in 1910 with ample and varied experience both as librarian and educator, he promptly recognized the need for library training in California and in 1912 he started the school. After school graduation he had chosen architecture as his profession and in arranging the collection of professional books in the architect's office which he first entered, he heard of the Decimal Classification, went to Amherst to learn about it, and thus happened upon his later library career. Leaving an architectural partnership in Boston, he went in 1893 to the Chicago Exposition and thus to Colorado and in seventeen years' service in the Greeley Public Library and the Normal School and the Agricultural College of the state, laid the foundation for his larger work in Riverside. In Colorado he was a student and investigator on many subjects, preparing in particular the research reports for the Kansas-Colorado water suit, one of the most important legal settlements on that question. Evidently he was always an odd genius, and one of his trustees told me of his first appearance at Riverside when most of the trustees were rather taken by his nonchalant and unusual personality, but feared that he might not pass the scrutiny of the sedate and conservative president. It was not long before he made his mark in and on Riverside. He started the "Kind Words Club" as contradictory as his own personality, for the "kind words" meant good-natured obloquy on the members who lunched together at the Mission Inn from time to time. For a brief time he took a Sunday School class which developed into a remarkable boys' organization and ultimately into the Junior Chamber of Commerce. One of the subjects he put up for discussion was "What sort of wife do you think you want?", which was followed up by "What sort of husband do you think she will get?" Last year he was elected president of the Chamber of Commerce itself and at once devised a Town Conference which was to bring all interests together into useful co-operation. All this illustrates the freshness, virility and versatility of

the man, without whom no circle in Riverside thought itself complete. "Joe Daniels" was known and loved by every one in that community and its loving affection was symbolized in the "resolve" which one of the associations sent to its absent member on his sick-bed—"God bless you, Joe." It was this man's different character which made the Riverside Library Service School different from others.

The Riverside Library School does not conform to regulation principles. It is not orthodox enough to be included in the Association of American Library Schools. It is not entered in the A. L. A. library handbook "Training for Librarianship," with the thirteen therein described. This is because it had not accepted the formulas that a proper library school must have separate school quarters, tho it now has such, permanently assured finances, and a separate staff of permanent teachers. Mr. Daniels' experience in educational work taught him to look upon another method as preferable. He spoke of his own plan as the "group system" based on "projects" and in line with what is known as the "new education." This means in collegiate parlance a seminar system, with practical instead of book work, rather than a classroom system of general teaching. In the new quarters of the school Mr. Daniels intended to banish desks and "fixed location," and to continue practice work as the general method of the school. There was to be a stated person in permanent charge of the school and perhaps one or two permanent teachers, but Mr. Daniels preferred as far as possible to bring people from actual library work to do the teaching from time to time rather than to employ teachers whose methods become fixed as their work is fixed by standardization. It is the old problem in the colleges of breeding in or breeding out, and Mr. Daniels generally preferred breeding out. He used to tell of a well-known library teacher and lecturer who incidentally talked on library architecture, and after she had gone he had from his own practical architectural knowledge to undo most of her work. He pursued the plan of bringing to the school not only some of the best known librarians, as Dr. Bostwick and Dr. Hill, to lecture on general library problems, but also some of the most practical specialists as Theresa Hitchler, Louise B. Krause and Adelaide R. Hasse, to give courses respectively in cataloging, business librarianship and public documents.

It seemed sometimes rather difficult to find the library school in the Riverside Public Library. This was because the groups were for most of the time in different parts of the library engaged in project work. This, by the way, is a Carnegie building, also *sui generis* because it is in the Mission style prevalent at Riverside, which presently is to be considerably extended by a new \$25,000 grant from the Carnegie Corporation. Within the past year the trustees have been able to purchase the rest of the block-face on the main avenue of Riverside, including the Allatt family mansion which is to be the future home of the library school and another residence, which was rented to the librarian. In fitting up the separate building for the school it was Mr. Daniels' purpose still to avoid classroom appearance and strike out on new lines. He believed that there ought to be more library schools and that the new ones ought to cultivate unoccupied fields and try new methods. Mr. Daniels' thought for the school can best be explained by a quotation from a letter sent within the year to the Chairman of the A. L. A. Publishing Board, Dr. Bostwick.

"When I speak of projects everyone from the library world replies, 'What do you mean by projects?' A project in a child's hands in school means building a wagon or mending a book or work of that sort, or even play. From those simple things it moves up to more complex projects as the child grows older. You will say, 'That is what we do every day,' but the truth is, we don't, because we do not view the thing from that angle. Unless we have the project as a purpose in mind we are not doing project work. C. A. McMurray's book 'Teaching by Projects' goes into this matter.

"Project work cannot be done well in classes and must be done in groups. From that we have developed our group captains and stations and projects. We suspect that beyond this lies some newer and better plan and the new thing will grow out of the experimenting with projects.

"We believe that projects will completely change the floor of a classroom and in our new building we are planning for office rooms where students will spend most of their time. We shall use no desks such as you see in library schools, and we shall reduce the lecture system to a minimum; that is, we shall reduce the talk and increase the work. This plan abolishes the examination system completely and in place we substitute weekly reports from everybody concerned, even the student herself, as in a factory system. Slowly those reports will take on the form of reports of projects just as the engineers who built the Panama Canal must have made their reports. These projects of course, will

swing around the applications of library service in its pertinent and obtrusive phases. It may result in an attack on a well tried and standardized department system of a library. For example, the registration and charging system of a public library in my opinion should be completely remodeled, somewhat on the lines of a credit system of a department store, with mechanical devices now almost unknown in libraries. We must have these devices. We think that we see this as a project as we have worked year after year in group problems.

"The development of a student's mind under the project system is remarkable. Not only the executive ability and the thing we call responsibility, but the genius of the individual is brought out as it never can be in a classroom dominated by a teacher in the good old fashion of desks in rows and slots.

"It seems to me that we hold to these old things because such things produced us, they must be pretty good, and moreover, it is easier to do things in the old way.... I should note that I think it is apt to be more expensive to carry on a school after a plan of this sort.

"I have another idea which I should like to see brought before schools or heads of schools. Let us take Louise B. Krause, who comes to us from H. M. Byllesby and Company to teach the business library four weeks each year. She is very good at it. She does excellent work and the results are good and we need business librarians everywhere. We need them with special training and with her point of view, but I wouldn't give much for Louise B. Krause or any other woman, were she the best teacher in the world, if I could not have her fresh from her work in Chicago. I mean to say that if we had a teacher on any subject that is technical at all, I should want that teacher fresh from the technical applications and from the problems that actual service have brought to her. Now, if she were to remain with me year after year she would not continue to be the teacher that I want.

"I want one good woman to take charge of my girls in this new home of ours, but I want a variety of teachers direct from the work and it costs a great deal to get them. I want them from East and West. I want a procession of them if I can have them. Yes, there is danger of damage to a curriculum, but the present dangers are greater.

"Take the best woman in the world in technical matters and take her out of her daily work and give her nothing but teaching year after year, and she is not the person to whom I could entrust projects of any kind, and that after all is the great test in teaching technical subjects.

"All the professional schools have to do it, as you know. I do not mean casual lecturers who are a convenient sort of sprinkling thru a course; they are usually inspirational and good, but I am talking of the teaching. A teacher employed for four or five weeks in the year and then sent back for her work, comes back to us as fresh as ever and with a stronger personality and much more of the information we want."

The Riverside school, started in 1912, has in the nine years of its existence sent forth with its certificates thirty-seven students as graduates in the regular course, forty-seven special students in the long course, one hundred and twenty who have taken the summer and ninety-four the winter short course. Of the one hundred and twenty summer school students forty-four submitted two years of college. Of the ninety-four in the winter school, thirty-one submitted two years of college. Fifteen other students not counted in these lists did not finish and were not given certificates, of which eight were long course and seven short course students. Regular students are those who come with an equipment of two years of college training in addition to four high school years, while special students are those who take the long course but are without this college equipment. The full course extends for eleven months from October and includes seventeen hundred hours of work, usually extending to eighteen or nineteen hundred. The shorter courses in summer and winter are usually of from six to fourteen weeks duration.

In applying for admission to the Riverside school, the would-be student fills out an entrance application which contains the general information required at other library schools. As the student's work progresses, reports are made by those in charge, particularly by the group captain, with respect to specific branches of the student's work. It is therefore true that there are no examinations at all and that there is constant examination. At the end of the course reports from the several captains and instructors are brought together and summarized in connection with the certificate of graduation. The certificate contains space for a brief report on the student's standing in oral and written English and of reported reading, and brief summaries of the student's work and results in each of sixteen branches as follows:

1. Bibliography
2. Bookbinding and library handicraft
3. Book selection
4. Business management, library methods and organization
5. Cataloging and classification

6. County service
7. Filing and indexing
8. Library law
9. Periodicals and serials
10. Public desk service
11. Reference and documents
12. School libraries and young people
13. Story-telling
14. Typewriter practice
15. Miscellaneous: Visiting branches; Business office records; Laboratory in short courses
16. Lectures in long courses: Education; Philosophy; Criticism; History of books and printing; Fine arts; Administration, etc.

The more detailed reports are kept on file in the office of the school. Thus a librarian seeking someone to fill a specific library position can learn from the careful specifications definite information as to the student's equipment in the several branches in which she has worked out projects. The endeavor is to arrange these projects so as to give the student a fair general knowledge of library work. In a sense this means the absence of a general curriculum and perhaps the best criticism on this scheme would be that by a Japanese of our "civilized music." To the Oriental ear music consists of continuous sound without intervals, whereas modern music as we hear it makes use not only of intervals but of pauses. The view of the Japanese was that our music is "full of holes" and the same criticism may be passed on the elective system, at least in the extreme, in our colleges. How far the criticism is actually applicable to the graduates of the Riverside school it is difficult to say, but they seem to have proved well fitted for the work, and the method emphasized doubtless develops alertness and appetite for extending knowledge outside the immediate field of school training.

LIBRARY CALENDAR

- Oct. 31-Nov. 2. At St. Paul.
Minnesota Library Association.
- Nov. 4. At Huntington.
West Virginia Library Association.
- Nov. 10-11. At Indianapolis.
Indiana Library Trustees Association.
- Nov. 10-11. At Greensboro.
North Carolina Library Association.
- Nov. 15. At East Orange.
Special meeting of the New Jersey Library Association.
- Dec. 29-31. At Chicago.
Mid-winter meeting of the A. L. A. Council.
- There will be no meeting of the Massachusetts Library Club this autumn.

Some Children's Book Lists

THIS list makes no attempt at completeness and does not include recognized bibliographies of children's books such as the H. W. Wilson's Standard Catalog and the Pittsburgh Library Catalogue of Children's Books. The aim of the compiler is to bring out shorter lists of children's books on a variety of subjects and representing libraries, schools, book-shops and other agencies working in the interests of children.

Illustrated Editions of Children's Books, a selected list. 1915. Carnegie Library of Pittsburgh.

Favorite Books of Well-known People when they were Boys and Girls. - 1918. Carnegie Library of Pittsburgh.

Books for Boys and Girls, a selected list, compiled by Caroline H. Hewins. 1916. American Library Association.

Books to Grow on, an experimental intermediate list selected from the Open Shelf Room. 1916. Buffalo Public Library.

English Reading Lists, compiled by the Department of English, Haaren High School. 1921. 25 cents. Hubert and Collister St., New York City.

Two Lists of Books for Children—Some First Books: Some Later Books. In Roads to Childhood by Annie Carroll Moore. 1920. \$1.50. G. H. Doran.

Books for Vacation Reading, compiled by the Lincoln School of Teachers' College. Practically all these books have been selected and most of them annotated by the pupils in the seventh, eighth, ninth and tenth grades. 1919. The Lincoln School of Teachers College. New York City.

Science and Technology, books for the High School Library, compiled by Edith Erskine. 1919. Chicago Public Library.

Heroism, a reading list for boys and girls. 1914. The New York Public Library.

Out-of-Door Books, a list of specially readable books for young people in high school or college, compiled by Marion Horton. 1918. Bookshelf for Boys and Girls. 264 Boylston St., Boston.

Reference Reading for Girl Scouts. In Scouting for Girls, Official Handbook of the Girl Scouts. 1920. Girl Scouts, Inc. 189 Lexington Ave., N. Y. C.

The Book Shelf for Boys and Girls, selected and annotated by Clara W. Hunt, Franklin K. Mathiews and Ruth G. Hopkins. 1921. 10 cents. R. R. Bowker Co. 62 West 45th St., New York City.

A List of Books for Boys and Girls suggested

for Purchase, offered by Marian Cutter of the Children's Book Shop, compiled by Jacqueline Overton. 1921. 35 cents. 5 West 47th St., New York City.

Books for Boys and girls, a suggestive Purchase List, compiled by B. E. Mahoney. Revised 1917. The Bookshop for Boys and Girls. 264 Boylston St., Boston.

Stories to Tell to Children, a selected list with stories and poems for holiday programs. 1918. Carnegie Library of Pittsburgh.

A Graded List of Stories and Poems for Reading Aloud, compiled by Harriet E. Hassler. 1915. American Library Association.

Favorite Stories of Library Reading Clubs. 1915. New York Public Library.

Lists of Stories and Programs for Story Hours, edited by Effie L. Power. 1915. H. W. Wilson Co. New York City.

Plays for Children, an annotated index by Alice I. Hazeltine. 1921. American Library Association.

Suggestions for a Christmas Program, prepared by the Drama Department. New York Community Service. 1920. 25 cents. 370 Seventh Ave., N. Y. C.

A Graded List of Pantomime for all amateur production, with an historical article on the pantomime by Elizabeth Hanley, prepared by the Drama Department, New York Community Service. 1920.

A List of Pageants, Masques and Festivals, prepared by the Drama Department, New York Community Service. 1920.

LEONORE ST. JOHN POWER, *Librarian.*

*Central Children's Room,
New York Public Library.*

"TWENTY-FOUR UNUSUAL STORIES"

"Twenty-four Unusual Stories for Boys and Girls" have been collected, arranged and re-told by Anna Cogswell Tyler, for the past twelve years in charge of Story Telling in the New York Public Library, and published by Harcourt, Brace and Company. The stories chosen are those which have proved to be of the greatest interest to the children who have heard Miss Tyler's stories. They have been drawn from many sources: Greek mythology, Indian legends, Hallowe'en and mystery stories and the folk lore of many lands. Some of the stories are not easily found elsewhere and they are thus collected in an attractive volume, illustrated by Maud and Miska Petersham, for the use of boys and girls and of story-tellers in search of stories for special occasions.

Standardization of the Federal Library Service

By W. DAWSON JOHNSTON,
Librarian, St. Paul Public Library*

THE Library advisory committee of the Joint Congressional Commission on reclassification of salaries has made a contribution to library economy which is of even greater importance as a study in the standardization of library service and in the personnel and administration than as a study in wage adjustment. It is, indeed, the first serious effort which has been made to standardize the federal library service. The history of its work is interesting.**

PRELIMINARY REPORT

The librarians temporarily transferred to the staff of the Commission from different government libraries drew up a scheme of classification of the library service based upon the questionnaire returns received from each person doing strictly library work. This provided for (a) general classes common to two or more libraries, (b) general classes peculiar to departmental libraries, (c) special classes peculiar to the Library of Congress, and (d) special classes peculiar to the Public Library.

This scheme was submitted to a library advisory committee appointed by the Congressional commission consisting mainly of members of the District of Columbia Library Association. This suggested some changes in detail and some additions, but approved its main features, and the scheme in its revised form was published in the report made to Congress by the Commission, March 12, 1920.

This scheme defined the general scope of library service by including only persons rendering the service peculiar to a library, that is, by excluding not only copyists and others engaged in purely clerical work, but also janitors, pages, and others, and in the brief submitted by the Advisory Committee, made a clear distinction between professional and sub-professional serv-

ice; but with its total of thirty-seven classes, of which twenty-one were clearly single position classes, the scheme was in fact a description of the organization of the libraries of the Government rather than a scheme of classification, or, to use library parlance, in part a classification of the library service and in part a catalog of library positions. As Dr. Bowerman, chairman of the Advisory Committee said at a later time, a broader classification was needed, one that would reflect progressively degrees of education, training, experience, and administrative responsibility, without trying to set forth the minutiae of close specialization.

REVISED SPECIFICATIONS

The publication of the report of the Commission gave the library advisory committee an opportunity to compare its scheme of classification with those recommended by other branches of the professional service and to revise both its terminology and its content in such a way as to make it conform more nearly to the schemes recommended by them. The Committee took full advantage of this opportunity, and in the autumn presented to the Commission a revised classification.¹ This provided for ten classes instead of thirty-seven. Of the ten classes three were still single position classes.

The seven general classes were: Library aid, senior library aid, junior librarian, assistant librarian, associate librarian, librarian, senior librarian, the three individual classes: Librarian, Public Library; assistant librarian, Library of Congress and director of legislative reference, Library of Congress. The impossibility of placing these three titles of positions under any of the foregoing general classes, together with the difficulty of finding satisfactory titles for the general classes led to the abandonment of the effort to give titles to classes. In the Lehlbach bill introduced into the House on December 18, 1920, the classes were designated simply by number under two group headings: Library assistant group and librarian group. Under the former were two grades, and under the latter six, a total of eight; and under each class were given the titles of the different positions included. Similarly in the bill introduced by Mr. Lehlbach on May 18, 1921, the group headings were changed

* Dr. Johnston will assume charge of the American Library in Paris early in November.

**This is given in detail in the following articles in the LIBRARY JOURNAL: "Librarians' Salaries in the District of Columbia" by G. F. Bowerman, January 15, 1920, p. 63-66; "The Washington Report on Reclassification of Library Salaries," March 15, 1920, p. 264-66, "Washington Library Reclassification Substitute," September 1, 1920, p. 687-90; "Salary Reclassification Legislation," May 15, 1921, p. 456-57, and in articles by Eunice R. Oberly, entitled "Certification and Special Libraries as Related to the Reclassification Problem of Government Libraries," *Special Libraries*, March 1921, and "The Library Service in the Report of the Congressional Joint Commission on the Reclassification of Salaries," *Special Libraries*, May 1920.

¹ "Washington Library Reclassification Substitute," by G. F. Bowerman, LIBRARY JOURNAL, September 1, 1920, p. 687-90.

to "sub-professional service" and "professional and scientific service," the scheme was made to apply to all branches of the service alike, and the same classification was preserved. But in the specifications for each class the details characteristic of the earlier schemes of classification were omitted, even to the titles of positions.

These specifications are of such value that I give them herewith in as far as they relate to library service. The sub-professional service included in Grade 2 positions, the duties of which are confined to simple library work not requiring professional training, salary \$1,080 to \$1,320; in Grade 3, positions the duties of which involve the performance of important routine library work not requiring professional training, salary \$1,440 to \$1,800. The professional service includes all positions the duties of which are to perform routine, advisory, administrative, or research work requiring professional training equivalent to that represented by graduation from a college of recognized standing, as follows: Grade 1, the junior professional grade including all classes the duties of which are to perform under immediate supervision the simplest kinds of work requiring professional training, salary \$1,800 to \$2,160; Grade 2, the assistant professional grade, including all classes of positions the duties of which are to prepare under general directions assigned professional work requiring professional training and previous experience but not the exercise of independent judgment, salary \$2,340 to \$2,880; Grade 3, associate professional grade, including all positions the duties of which are to perform independently or with a small number of subordinates, responsible professional work requiring considerable successful previous experience, salary \$3,120 to \$3,840; Grade 4, full professional grade, including all positions the duties of which are to perform independent and highly important professional work, or to be responsible for the administration of a major division of an organization, salary \$4,140 to \$5,040; Grade 5, senior professional grade, including all positions the duties of which are to act as assistant head of a large professional organization, or as administrative head of a major division of such an organization, salary \$5,400 to \$6,000; Grade 6, chief professional grade, including all positions the duties of which are to act as head of a major bureau, salary \$6,000 to \$7,000.

ALLOCATION OF POSITIONS

The omission of the details of specifications, including titles of positions, qualifications and duties, as set forth in the report of the Commission made it very important that proper pro-

vision be made for carrying the law into effect, and especially important that proper provision be made for the allocation of positions. Indeed, it is only by this means that the success of the classification or reclassification of the service can be guaranteed.

With this in view, the Fairfield Bill, introduced on April 12 (H. R. 2437), embodied the recommendations of the report of the Commission, and provided that the Civil Service Commission should designate the class within which the position of each employee should be placed in accordance with the duties of such position, and transmit its designations to the head of the department together with copies of all the records in its possession relating to the length of service of each employee. The head of the department shall review such designation, and in case of disapproval shall certify to the Commission the facts upon which such disapproval is based.

Both the Sterling-Lehlbach bills and the Smoot-Wood bills, on the other hand, gave the power of allocation of positions to heads of departments, but with this difference, that in the former case it is subject to revision by the Bureau of the Budget and to rules and regulations to be formulated by the Civil Service Commission, fixing the qualifications with respect to the training and experience necessary for eligibility for appointment; and in the latter it is subject to such rules and regulations as the President might prescribe, with the provision that the Bureau of Efficiency shall aid the President, upon request, in the preparation of rules and regulations for carrying the act into effect and in the enforcement of such rules and regulations.

The effectiveness of any program depends so much upon the personnel of the bureaus entrusted with the execution of it that it is difficult to say which of the methods of procedure is the best. Theoretically, it would be better to entrust to the Civil Service Commission the formulation of the employment policies of the government. This is in line with the most approved practice in concerns having a large number of employees, and any appointing officer would certainly be glad to delegate his powers of appointment to anyone competent to exercise them. In practice, however, legislative bodies whether federal, state or municipal have seemed disposed to give civil service commissions power to hamper administrative officers in their duties, but not power to help them.

Perhaps it is a fear that the Civil Service Commission has not the power to allocate positions properly that has led the sponsors for the Sterling-Lehlbach and Smoot-Wood bills to

give the power of allocation to heads of departments, but there is no apparent reason why the Civil Service Commission should not be given the power. I mean power, not mere authority.

We cannot, perhaps, afford to give state and municipal commissions such power at the present time, but we cannot afford to give the federal commission less.

EFFICIENCY RATING

If the initial success of this program depends upon the proper allocation of positions, its continued success depends equally upon a proper system of efficiency rating. The Fairfield bills and Sterling-Lehlbach provide for this as follows: The Civil Service Commission, after consultation with the heads of departments, shall establish a uniform system of efficiency rating, which shall set forth (1) the standard of efficiency which must be maintained by employees within the same class to whom the same rate of compensation is paid and below which no employee may fall without being paid such lower rate of compensation prescribed for such class to which his efficiency rating entitles him; (2) the higher standard of efficiency of an employee which, in the judgment of the commission, will entitle him to receive annually compensation at the next higher rate prescribed for the class in which his position is placed; (3) the standard of efficiency for a class below which no employee may fall without being dismissed for inefficiency.

ADVISORY BOARD

Another interesting feature of the report of the Commission embodied in the Fairfield bill but not in the others is the provision for the establishment of a Civil Service advisory council and the formation^a of personnel committees in each department. The advisory council is to consist of twelve members, six appointed by the President from among employees of or above the grade of division chief, two elected by and from among manual employees, two among clerical employees, and two among scientific, technical and professional employees, annually. Its duty is to advise the commission by means of formal reports in regard to all questions referred to it by the Commission and in regard to recommendations presented by one or more personnel committees affecting more than one department.

The council may provide for the formation of personnel committees in each department or unit thereof, one-half of the members to be selected by and from among employees exercising supervising powers. It is to be the duty of such committees to make recommendations as to service regulations, the organization and

methods of work, and working conditions, and to exercise such powers of conciliation in the case of any grievance, dispute or other matter as the Civil Service Commission may authorize.

There is little that is novel about this. Every successful executive, especially in institutions of learning, consults his associates, and certainly every department and bureau chief would be glad to have them consulted by Civil Service authorities in the formulation of employment policies. It is because the specialist has not been more frequently consulted that so little progress has been made in the application of civil service principles.

Indeed, it is difficult to understand why any executive should prefer to have the employment policy of his department or bureau formulated by an outside body without the advice of his professional associates, or why a parliamentary body should object to the adoption of parliamentary methods in the formulation of civil service rules and regulations. If there is any executive who is without a body of colleagues competent to act as such an advisory body, he should be given them. It may tend to curtail his authority, but it will add to his power, and at the same time that it adds to the efficiency of the employment management it will add to the efficiency of the department or bureau in his charge.

Whether the Civil Service Commission is strengthened by the enactment of the above described features of the Fairfield and Sterling-Lehlbach bills, or whether it is decided to add to the powers of the Bureau of Efficiency—it may be possible to make the latter a civil service commission with substantial powers, even if it is not possible to make the former a real bureau of efficiency—all bills alike mark a substantial step forward in the employment policy of the government.

And the library service makes equal gain with other branches of the service. For the first time a clear distinction is made between library service and clerical and other forms of service in libraries, for the first time a distinction is made between the professional and sub-professional grades of service, and for the first time professional library service is graded with other forms of professional service.

These general features of the proposed legislation will commend themselves to every librarian and to every civil service official. The details of the classification and various methods proposed for making it effective should also command their attention. They affect or may affect not only the six hundred or more li-

brarians and library assistants, in federal employment, but all librarians thruout the country, for as the national library service is organized so more or less must the state library service

and the municipal library service in the larger cities be organized, and as the library service in the larger cities is organized so will that in the smaller cities be.

What Do Prisoners Read?

THE *Publishers' Weekly* some time ago devoted many pages to an interesting discussion of what people read. In the numerous articles, however, no mention is made of the reading of one set of people whose problems have proved of much interest to the librarians of Brooklyn who have been working among them. The question "What do prisoners read?" is one which the Brooklyn Public Library, thru its Extension Department has been attempting, for the past two years, to answer in the library placed in the City Prison where the weekly library period is now an established custom, and where, thanks to the interested co-operation of the prison officials, every opportunity is given the workers for effective library service.

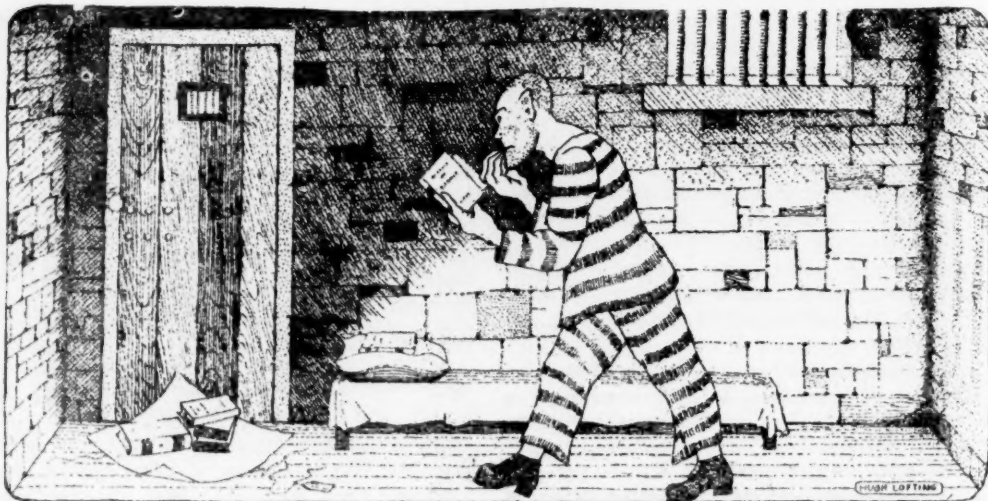
A news item of recent date with the heading "Three months' hard reading" states that a New York magistrate has sentenced a boy for street loafing to three months of library attendance with orders to report again to the Court after the period has expired. In Brooklyn the condition is reversed. To the men sentenced to confinement a library is brought, this being somewhat more in accordance with library ideals than the scheme planned by the magistrate.

In one way conditions for library work in the prison are unique. No other type of library

can show borrowers who, altho in perfect health, have unlimited time on their hands. For, unfortunately, at this prison no work shops exist. The women prisoners are assigned various duties but the men and the boys are confined in their cells twenty-four hours of the day with the exception of three exercise periods daily.

It is at the noon exercise period that the librarians pay their weekly visit. On a table at one end of the long corridor between the cell tiers the books are displayed while the men are at liberty in the corridor. The prisoners who desire books make their own selection and are allowed to take as many books as they desire. Two librarians are at hand to help in the selection of the books when needed and to care for the clerical routine. This routine is made as simple as possible, only the most rudimentary registration and charging system being used. The registration, merely name and cell number, gives the librarian an opportunity for acquaintance with the prisoner and provides a natural opening for him to ask her help if he desires it.

A more diversified set of tastes would be hard to find in any public library even of the largest size. From the college graduate who wishes to make use of his enforced leisure by reading the Greek classics in the original to the Chinaman



"STONE WALLS DO NOT A PRISON MAKE"

New York Times Magazine.

who, begging in broken English for "book in Chinese" seems doomed to disappointment until a happy thought of the librarian sends him away with gleaming eyes and bowing profuse thanks with a copy of the *National Geographic* filled with pictures of China clasped in his arms, the men, one and all, are eager for books. The lack of formality in routine combined with the stimulus provided by the sight of so many of their better-educated comrades availing themselves of the privilege results in applications for books from even the most illiterate of the prisoners, men, who under normal circumstances, would never enter a public library. The old negro, old enough to remember slave times, asks for "Uncle Tom's Cabin." The gamin, confined with the juveniles, expresses a wish for "something snappy" but is made content with an Altsheler or "Treasure Island" or a book about western life. Many copies of Custer's "Boy General" have been worn to shreds by applicants of this type. Books about seafaring life are very popular and a most unusual demand for travel books of all kinds exists, due to the fact that so many of the prisoners represent seafaring men whose horizon of experience is therefore broader than that of the average public library reader.

Many foreign seamen find themselves in trouble for small offenses as soon as they reach these shores. This is due in part to their lack of knowledge of the language. Here is an opportunity, or rather an obligation, which the library has not been slow to accept. Books in civics, simple American histories and books on English for foreigners are provided and are in constant use. The chief difficulty is to find books in language simple enough for the foreigners. As it is impossible to furnish books especially written for each language encountered it is necessary to provide books, wherever possible, where the English word appearing under its appropriate picture makes the use of the book possible for the foreigner ignorant of even one word of English. A conversation between the librarian and a man who wants help of this sort is likely to be a lively one. The librarian may know some French, some German, some Italian, some Spanish and even some Yiddish but her linguistic ability usually fails her entirely in conversation with a Greek, a Syrian or a Chinaman. Usually half a dozen or more volunteer interpreters offer their services but, as the interpreters are frequently as difficult to understand as the original applicant, the final resort is to sign language which becomes more violent the more eager the desire for the book and the larger the number of interpreters.

This spirit of co-operation and mutual helpfulness seems characteristic of most of the men.

Those of better education with formed reading habits are ever ready to advise and to help the others in the choice of books. One man, whose custom it had been to take ten books, meanwhile persuading some friend of equally bookish tastes to take the same number with the idea of a mid-week exchange, undertook the strenuous task at one time of reading the books of Dr. Eliot's five foot shelf library aloud to another prisoner with the explanation to the librarian "his mind needs to be taken off himself." The librarian, dubious in regard to just how well this result would be attained if some of the more substantial classics on the list were chosen, tried to lead the altruistic friend toward a choice of some of the lighter volumes of the set, the result seeming satisfactory until the release of the well meaning friend left the first man to his own resources in the reading line, whereupon he promptly relapsed into the "good novel" reading class.

In addition to the regular recreational reading there has developed from the first a steady demand for text books of different sorts, histories, especially American histories, arithmetics and especially technical books of all kinds, the men in many cases realizing that their enforced leisure may be put to advantage for their future good. The urgent need for help of this type is emphasized in the latest report of Commissioner Kennedy on the conditions in the prisons of New York State. The library has realized the need and is helping to the best of its ability. It has been unable to accomplish all it would like to do in this line because of the difficulty of procuring enough text books and up-to-date technical books to supply the demand, but the profitable use made of the books which have been provided seems to indicate that some slight progress, at least, has been made toward the desired end.

MARY J. THACKERAY.

*Department of Library Extension,
Brooklyn Public Library.*

Heard recently in a New York library: "Have you 'The Dance of the Divine Comedian'?"

And in an English library, as reported by *The Watchman*: "I am searching for a book called 'The Dentists Infirmary'."

Some recent requests.

Anthony and Cleopatra,
The Life of Queen Victoria,
The Merchant of Venice,
Macbeth in concentrated form (inquirer a foreign chemist) and
Tales of a Little Lamb.

Films and Books for Children

LIBRARIANS and booksellers have never fully realized the possibilities of advertising books in connection with book films—especially to children. It is perhaps true that the adult seeker for entertainment on the screen does not leave the film version of "Disraeli" and hunt for a bookseller who will sell him the book. Possibly a few people who enjoy historical films read up on English history after seeing "Deception" at their favorite theater, but more are content to accept the screen version of the story of Henry VIII and Anne Boleyn.

With children, however, it is another matter. Booksellers and librarians alike have reported "no copies left" on many a day during the exhibition in town of "Treasure Island," "The Prince and the Pauper," "Black Beauty," "The Last of the Mohicans" and other popular films based on books. This demand has not been due to any effort or advertising on the part of librarian or bookseller, but to the children's interest.

The National Board of Review of Motion Pictures is co-operating this year with the Children's Book Week Committee by sending out a list of "films well-made drawn from books for boys and girls." (See L. J. Oct. 1, 1921, p. 798.) This list has been sent to hundreds of exhibitors, and has been given publicity in newspapers and moving picture trade journals. At least one producer—the Maurice Tourneur Studio, producer of "The Last of the Mohicans"—is co-operating by sending to exhibitors and newspapers announcements of the Week, suggesting the use of their film.

The librarian can make the most of these plans by having exhibits in windows and on tables, not only of the book screened, exhibited in a local theater, but also of books on allied subjects, and made attractive with photographs from the film version. These photographs can usually be borrowed from the theater manager, who will undoubtedly run a slide calling attention to the book display, in return for the display of his pictures with the books. During the showing of "The Last of the Mohicans," for instance, a window exhibit featuring the attractive editions of the book, other books of Cooper's, and other books on American pioneer history, as well as other pioneer history stories, ought to attract many boys and girls who have liked the film story. The "Treasure Island" film could, in the same way, be used to advertise many other books of adventure. Travel and historical films, especially, make interesting centers for book exhibits. Co-operate with the

local moving picture exhibitors in arranging displays.

Among Library House Organs

Library Life, the Staff Bulletin of the Boston Public Library is to be issued on the fifteenth of each month under the direction of an editorial board of three, assisted by sixteen sub-editors representing the various departments of the Library. Vol. 1, no. 1, dated October 15, is a twelve-page number of which the editorial board (Frank H. Chase, chairman; Christine Hayes and Lucien E. Taylor) may well be proud. Alice M. Jordan's article on the Swampscott Conference has a drawing of the Library Courtyard by Eleanor M. Mulcahey; other articles and news items are contributed by Horace L. Wheeler, W. H. C[henery]; Theodosia E. Macurdy, H. W. M. and the editors. Ernest W. Chapin edits a department on "Our Neighbor Libraries"—which neighbors now number well over 100; Francis P. Znotas' department "With the Juniors" carries on the spirit of *The Library Bugle* of last spring; and there are sections devoted to Departments and Branches and to announcements. *News Notes on Government Publications* continues under the able editorship of Edith Guerrier, and, beginning with Bulletin 18, appears as a separately paged supplement to *Library Life*.

In October *Public Library News* issued by the Savannah Public Library resumed publication (suspended with the March number, v. 1, no. 6.) The bulletin will now appear bi-monthly instead of monthly and each number will contain double amount of matter contained in the monthly numbers.

With its third number (September) the monthly news letter of the New York Public Library Staff Association adopts *The Page* as its title.

Literature on Disarmament

A revised and enlarged edition of Mary Katharine Reely's "Selected Articles on World Peace," including international arbitration and disarmament, is to be issued by the H. W. Wilson Co., in the Debaters Handbook Series early in November.

A list of references on naval disarmament, with special reference to Great Britain, Japan and the United States, compiled by the Library of Congress, may be obtained from the Public Affairs Information Service (11 West 40th St., New York City) for sixty cents. (P. A. I. S., October 15.)

THE LIBRARY JOURNAL

TWICE-A-MONTH

NOVEMBER 1, 1921



THE question of certification is so all important at this stage of library progress that we give special space to it in this issue. The report of Dr. Williamson, as chairman of the A. L. A. committee, pre-printed for the Swampscott conference, has not received adequate attention and it is therefore reprinted with the omission of such portions as can well be spared from a document so lengthy and so detailed that it has rather repelled the consideration which its carefulness deserves. The proposed national certification on a national scale by a national board would practically supercede state action. The four grades proposed cover nearly all classes of administrative positions, from the executive down, and qualifications are based largely on graduation from professional schools. There are loopholes for others than library school graduates, but such are rather grudgingly admitted. It is not expected that any such scheme can be put into immediate or even early application, as the report frankly states. Meantime New York has almost completely adopted a certification system, Wisconsin has for some time had it in operation, and California is disposed to apply it thruout its county system. The usefulness of our state organizations, as we have often pointed out, is that individual states may experiment on new methods and produce definite results for the benefit of other states or in preparation for a national action. At the Ithaca meeting the subject was presented by Dr. Williamson but no adequate discussion followed. There has been in fact too much taking for granted and too much apathy on this subject but there is evidence that the profession is awaking to the need for a thoro debate which shall present *contras* as well as *pros*.

★ ★ ★ ★ ★ ★ ★ ★

MOOTED questions of standardization and certification may indeed give rise to a merry war such as raged in English library circles once upon a time over open shelves. Mr. Dana states with his usual vigor the objections to going too far in centralizing authority and compelling universal standardization in the library field as well as in others. A note of warning is also sounded by "The Librarian" of the *Boston Evening Transcript* in defence of

the born instead of school-made librarian. There is much to be said on both sides. We have often urged that the library calling should not be made an exclusive profession, barring out those who have not professional training but who have the natural gift for the work. Justin Winsor, one of the greatest of American librarians, came to his work thru apprenticeship as a trustee only, Dr. Poole and John Edmands had library training during their student days in the society libraries of Yale college and in starting what became famous as Poole's Index, but other great librarians had not even this much of professional training, for there were then no library schools and naturally no library standards. Nevertheless, in the development of the American library system, the heads of most great libraries have learned the need of an efficient method of examination, in the practical application of the merit system both for entrance and promotion in library service. As always the truth is between. The main point to be insisted upon is that in examinations for library positions, especially if by civil service boards, librarians should be participants in the preparation and conduct of examinations and that personal character and fitness for the work should have a very large place in any final decision. There is no calling in which personality counts for more. What is decidedly to be resisted is the tendency of civil service boards, municipal, state or federal, to insist that libraries which are large enough to have excellent methods of their own should be generalized into a larger system which naturally takes less note of the specific needs of the profession, and it is a fair question whether conventionalized routine, even within the profession itself, may not develop ill as well as good results.

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A PROMISING feature of the program of New York's "Library Week" was the presentation by Frank B. Gilbreth of a paper on "Motion Study in Libraries," introducing into the library field the subject of industrial efficiency. When Frederick W. Taylor, from whom the Taylor Society takes its name, after his varied apprenticeship thru all the divisions of the Midvale Steel Company,

initiated his plans for greater industrial efficiency which he developed ten years ago in his book on "The Principles of Scientific Management" he started an industrial reformation which has been felt in most branches of industry. Library shelves are or should be well stocked with the numerous volumes on this subject but in practice the plan has not yet worked into libraries. Mr. Gilbreth's paper was in the nature of an appeal to librarians to enter upon this work, but tho it went into considerable detail it did not present concrete and practical proposals. These perhaps will be the outcome of experiments in the Providence Public Library and in the Engineering Societies Library in New York where Mr. Gilbreth has made preliminary studies without as yet going forward to practical results. When these are reached we shall hope to give some account of them in the LIBRARY JOURNAL. If motion study can save work and prevent fatigue on the part of the library staff as Mr. Gilbreth hopes, it will be well worth while for our larger library systems to obtain and pay for expert service in utilizing the results of such study and it is to be hoped in the interest of the profession that Mr. Gil-

breth will pursue his studies in the two libraries mentioned to a practical conclusion.

★ ★ ★ ★ ★ ★ ★ ★

"CHILDREN'S Book Week" November 13-19, is close upon us and the preparations made by co-operation between librarians and book dealers promise an even greater success than in previous years—which is saying a good deal. The plan has proved one of the best that has been proposed to better children's reading and it is not its least valuable feature that it has a commercial basis. If librarians can induce booksellers to induce parents, in turn, to buy better books for their children, half of the aim of the children's room is already accomplished. The home soil is the best of all for the cultivation of good reading for children in giving the child an appetite for the best books, both in childhood and when the child becomes a grown-up. Educators and clergymen have cordially recognized this fact and emphasized the importance of Children's Book Week, and librarians everywhere, in small rural libraries as well as in the great city systems, should make the most of it.

IN THE LIBRARY WORLD

MASSACHUSETTS

Boston. The time has come, in the opinion of the Examining Committee of the Boston Public Library, for the library to abandon a "reserved and expectant" attitude, and to enter upon the field of active missionary effort to acquaint the people of Boston, especially the population of certain backward districts, with the opportunities the Library has to offer them. A continuous campaign of publicity is advocated. The Committee has discovered after examination of annual reports and other information furnished them by Librarian Charles F. D. Belden, that eighty-five per cent of the circulation is from the branch libraries, and that the Central Library with its 900,000 volumes has a relatively small home circulation; that probably eighty-five per cent of the card holders are women and minors, and that there is a wide variation in the patronage of the branches in different parts of the city, ranging from six per cent of the population in East Boston to twenty per cent or more in the Back Bay and Hyde Park. Since only 22,596 males over sixteen are registered as borrowers, it is apparent that not more than one man in fifteen in Boston holds a library card. That small proportion consists

largely of members of the student and professional classes. Mechanics, clerks, salesmen and business men do not take books out for home reading to any great extent. The best way to combat this indifference would be to buy technical books in greater quantity and, more especially, to project the proposed Business Men's Branch as soon as possible and locate it in the new Chamber of Commerce building.

Notable steps already made toward the extension of library service are the establishment of the Information Office and Open Shelf Room in the Central Building on the ground floor adjoining the room devoted to Federal and State Document Service established last year. The Information Office, under the immediate direction of the Supervisor of Circulation, contains besides the usual tools for quick reference a clipping and pamphlet file and a valuable collection of vocational literature, assembled under the direction of the Association of Collegiate Alumnae with the co-operation of the Women's Municipal League, the Y. W. C. A., and the Girl's Trade Educational League. The Open Shelf Room contains a constantly changing collection of general literature and new purchases of non-fiction for circulation of about 3500 volumes.



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DODD, MEAD & COMPANY, NEW YORK

PUBLISHERS SINCE 1839

For the first time in the history of the library books easily available are among the objects first seen by a person entering the Central Library. The thoro overhauling of the Bates Hall Reference Department has continued all year, and the changes in the collection aggregated 1829 volumes covered by 1371 titles.

During the fiscal year 59,731 volumes were added to the library system, or 5957 more than in the previous year. Of these 10,806 were gifts and 46,809 purchases. The total amount expended for books, periodicals, newspapers, photographs and lantern slides was \$78,954, or considerably more than ten thousand dollars over the expenditure of the preceding year. The purchases included about 20,000 volumes of children's literature, of which 2000 were placed in the Central Library, 2941 in the Deposit Collection, and 15,059 in the branches and reading rooms.

Of the total number of volumes bought, 35,722, or 73 per cent, were placed in branches, reading rooms, and in the Central Deposit, and 11,087 in the Central Library. The total number of volumes available for public use at the time of the report was 1,224,510.

The year's circulation of books was 2,448,776; 319,369 from the Central Library and 2,129,407 from the branches. The increase over the previous year was 148,044. All the branches but one and all the reading rooms but three showed gains. The circulation of children's books during the year was 1,102,608, or nearly one-half of the total circulation. To this must be added the circulation of 43,196 books sent on deposit to the schools.

The budget estimates of the Trustees for the maintenance of the library for the coming year amount to \$786,688, of which \$550,000 is for personal service and \$236,688 for general maintenance. The estimate for salaries includes \$30,703 to provide for twenty-seven additional assistants, but, by direction of the Mayor, no allowance was included for increases in salaries over the present rates. The salaries for permanent employes last year amounted to \$335,107, and for temporary employes \$89,723. The Trustees also ask for \$100,000 for the purchase of books, an increase of \$40,000 over the amount asked last year. In this connection the librarian points out that since, in general, the new books, fiction and non-fiction, now purchased are insufficient to meet the present call for them, the demand resulting from a vigorous campaign of deliberate publicity would only lead to greater embarrassment on the part of Central and Branch librarians.

The Branch Department consists of sixteen branches and fourteen reading rooms, in num-

ber the same as the year before. The subsidiary agencies include fifty-eight fire engine houses, thirty-six other institutions, seventeen parochial schools, and one hundred and seventy-six public schools. The total number of agencies therefore remains at three hundred and seventeen.

One entirely new aspect in the relation of the Library to the City was the assistance the Public Library has rendered the Children's Wards at the City Hospital. The Children's Department shared in the establishment of the Hospital Library under the direction of the Social Welfare Department of the Hospital.

NEW YORK

Albany. As a result of the rapid development of school library work and the new Regents rules relating to the certification of school librarians, a special course for teacher-librarians has been arranged by the New York State Library School with the co-operation of the New York State College for Teachers at Albany and is open to juniors and seniors of the college. The greater part of the instruction will be given by the Library School faculty, credit for the course will be granted by the State College and certification as a school librarian by the University of the State of New York on satisfactory completion of the work. The entire course, made up of five separate courses (children's work; reference; administration; cataloging, classification, subject headings; selection of books) aggregates eighteen hours, and meets the "minor" requirement of the State College for the bachelor's degree. Practice work will be furnished at the libraries of the State College and the Albany High School.

Because the course is limited to the two upper classes at the College, the number of candidates for it was necessarily small. The four students will devote their time this year to the courses on children's work and reference work, leaving the three other courses for next year. Mary E. Cobb, librarian of the State College, is in charge of the course on Children's work and Margaret S. Williams of the library school faculty and Sabra W. Vought of the School Libraries Division are giving the reference work.

Syracuse. The Syracuse University Library School opened on September 12th with a registration showing a gratifying increase of fifty per cent over that of last year and students of unusually interesting personality. Since that date two members of the Syracuse Public Library staff have registered for special work.

PENNSYLVANIA

Homestead. The Carnegie Library of Homestead circulated 214,154 books in 1920. Four-year statistics show that the circulation has

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fluctuated to a marked degree, as 222,202 volumes were issued the previous year, and 248,018 in 1917. The lowest mark was in 1918, with a circulation of 193,031. The library has increased its collection from 43,818 books in 1917 to 47,015 in 1920. The total attendance was 90,897 as opposed to 92,258 in 1919 and 93,260 in 1917.

MICHIGAN

Grand Rapids. March 31 closed the library year of the Grand Rapids Public Library. New books to the number of 11,950 were added, making the total collection 210,286, and 575,739 books were issued for home use, an increase of 27,561 over the circulation of the previous year. For books and periodicals \$18,284 was expended, \$59,923 in salaries for library service, the total expenditure amounting to \$97,202.

Due to the lack of trained assistants the Library was able all the year to operate the branches in school buildings on a schedule of three days a week only, instead of six days a week as in the first half of the preceding year, so that the large increase in circulation was attained under adverse conditions.

WISCONSIN

Milwaukee. The latest report of the Milwaukee Public Library covers the forty-first to forty-third years of the library's existence under its charter, or up to the end of 1920. The present librarian, Matthew S. Dudgeon, assumed office in 1920 following the death of Charles E. McLenegan, librarian since 1910. The library serves a city population of 457,147 and a county population of 81,322, a total of 538,469. The total number of agencies is 213, including the central library, 12 branches, of which 3 are in branch buildings, 4 stations, the Municipal Reference Library, 72 county libraries, 75 schools, and 47 other agencies. The library had 411,248 volumes at the end of 1920. The total number of volumes lent for home use in 1920 was 1,801,907, of which 1,162,001 was fiction; 1,688,675 in 1919 and 1,509,430 in 1918. The registration was 18,513 in 1918 and 32,028 in 1920. In the latter year the receipts were \$243,410, including \$172,251 from the city tax levy and \$20,320 from Milwaukee County for library service. Of this sum books, periodicals, and binding consumed \$47,142 and salaries for library and janitorial service \$101,004.

MINNESOTA

Minneapolis. Thirty-six students completed the regular six weeks' course in library training, which was given this year at the State University, and six others registered for a supple-

mentary course in reference and subject cataloging, which covered three weeks. The regular course totaled eighty-five hours. Instruction was given in cataloging by Alma M. Penrose, in book selection and reference by Laura C. Hutchinson, in children's books by Harriet A. Wood, preparation, mending and binding of books by Miss Shaw, and library administration by Clara F. Baldwin and Miss Wood.

Mankato. Under the direction of Alice N. Farr, librarian, a half credit course for rural teachers was given at Mankato Teachers' College for the first time during the summer. Twenty-five students registered, and many more wished to take the work.

Northfield. The associated director of Carlton College Library, Alma M. Penrose, plans to give two courses in library training during the coming year: one a teacher's course in library administration, re-established last year, the other a new course of twelve lessons incorporated in a course on "How to Study," which is elective.

St. Paul. A semester course of three hours a week in library science is announced by St. Catharine's College.

MISSOURI

St. Louis. The St. Louis Public Library issued for home use during the year ending April 30, 1921, 2,208,090 volumes, an increase of 197,163 and much the largest circulation in the history of the library. Of these 1,254,277 volumes were circulated from the branches and stations. This increase is attributed in large measure to the unemployment situation and closer relations of the library with the schools, with the influence of the moving pictures, which rouse the interest of children in adult books, greater use by the office force of nearby industrial plants, and the increased cost of books cited as additional factors. The agencies through which books are distributed now number 228, including branches and sub-branches, delivery and deposit stations and travelling libraries. The Travelling Library Department circulated for home use during the year, thru non-public or semi-public agencies, such as schools, clubs, associations, hospitals, churches, and commercial and industrial plants, 395,719 volumes, an increase of 87,670 over last year. In addition 193,320 volumes were used in the schools and other centers to which they were sent. The Children's Department circulated 1,189,654 volumes, an increase of 155,334.

The Library contained 607,617 volumes at the end of April, including 92,123 unaccessioned books, a gain of 27,672. The active registered users numbered 121,801, or a gain of 2,613. The staff included 272 persons, of

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whom 94 were men and 178 women.

Staff salaries amounted to \$226,372. For books, periodicals and binding \$90,895 was expended. Heating cost \$13,181, and delivery expenses \$11,053. The total receipts were \$642,736.

COLORADO

Denver. The home circulation of books from the Denver Public Library, Chalmers Hadley, librarian, is beginning to approach the million mark, as 949,461 volumes were circulated in 1920. The increase over 1919 was 20,513. The entire collection numbered 222,206 volumes at the end of the year, including the year's accessions of 14,009 books. The per capita circulation of books in Denver for 1921 was 3.63, the per capita cost 46 cents. The staff included seven heads of departments, five senior assistants, and thirty-two junior assistants, and the salary roll was \$53,421. For books and periodicals \$23,306 was expended, \$5,168 for binding, \$5,086 for furniture and fixtures, and \$16,030 in wages. Total receipts were \$125,917.

The library's distributing facilities were increased during the year by the completion of the Park Hill and Elyria branch library buildings (*LIBRARY JOURNAL*, February 1, 1921) and the Globeville Community House. The branch libraries, erected thru gifts from the Carnegie Corporation, cost \$26,000 and \$16,000 respectively, complete and furnished. The Globeville Community House was erected with the money collected by the Denver Real Estate Exchange, added to the initial gift of \$2,500 given by the McPhee family in memory of Miss Marguerite McPhee, a devoted friend of Globeville for many years.

CALIFORNIA

Santa Barbara. "The Santa Barbara Free Public Library owes its beginning to several sources," says John R. Southworth in his *Santa Barbara and Montecito* (Osborne's Book Store, distributors, Santa Barbara, \$2.50 net). "In 1870 Dr. Harry W. Bellows of All Souls' Unitarian Church, New York, sent out a box of two hundred books and wrote to Miss Sara A. Plummer: 'It is a happy thought to take up the work of establishing a public library.' This enterprise became a combination of public and circulating library and literary center. In the course of a few years a collection of books, some 2000 volumes, was purchased from the Odd Fellows and for a time served the needs of the city. But in 1882 Santa Barbara took steps to establish a free public library supported by taxation."

"The first library occupied rooms in the Odd Fellows' building. It was moved to more com-

modious quarters in the Clock building in October, 1884, and in May, 1891, took possession of its own building in Carrillo Street, now the Chamber of Commerce. Thru twenty-five years, the work of the library steadily increased until the old building became inadequate and in August, 1917, the new building was opened."

"The building is in the style of the Spanish Renaissance, presenting a façade unbroken except with an entrance arch, while each of the sides consists of great windows, expressing the large reading room. Only the furniture and use divide this room, which is 134x78 feet. To the right is the children's section; beyond is the department of ready reference; in the center of the room are the current magazines and the whole left end is a book room, having a mezzanine floor over its area. By the windows of the book room is a 'browsing strip' comfortably seated for those who wish to read in the north light. Opening out of the main room is the stone-paved canopied reading court."

"The cost of the building with site and furnishings is approximately \$100,000. The Carnegie donation to the building was \$50,000."

"The first annual report gave the total number of volumes as 3473 with a circulation of 5633; the thirty-eighth annual report, for the year ending June, 1920, showed that the 65,188 volumes of the Library had a circulation of 241,028."

"The Library serves all the residents of Santa Barbara County. In 1910, the County Department was established under contract with the Board of Supervisors. Twenty-seven branches are maintained in the County towns and sixty-one branches in schools."

JAPAN

An extract in English from the annual report of the Imperial Library of Japan for 1919-1920 states the number of books in the library on March 31 as being 341,818, of which 81,333 are in languages other than Japanese and Chinese, and proceeds to arrange the collection by classes, among which a group comprehensively entitled "History, Biography, Geography, Travels and Voyages" with 61,771 volumes is second only to Literature and Language with 63,941. Of this latter class 47,322 titles are in Japanese and Chinese, and the remainder in various European languages. The 238,886 readers who visited the library in that year consulted 192,431 books in the Literature and Language group, with books on Mathematics, Science and Medicine, and on Arts, Industry, Engineering, Military and Naval Arts following with records of 138,059 and 128,953 volumes used. A daily average of 730.5 readers read in all 726,218 books.

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AMONG LIBRARIANS

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A. Library School of the Carnegie Library of Atlanta.

C. California State Library School.

C.P. Carnegie Library School of Pittsburgh.

D. Drexel Library School.

I. University of Illinois Library School.

L.A. Library School of the Los Angeles Public Library.

N.Y.P.L. Library School of the New York Public Library.

N.Y.S. New York State Library School.

P. Pratt Institute School of Library Science.

R. Riverside Library School.

S. Simmons College School of Library Science.

S.L. St. Louis Library School.

Syr. Syracuse University Library School.

U.C. University of California Course in Library Science.

Wis. Wisconsin University Library School.

W.R. Western Reserve Library School.

Wash. University of Washington Library School.

ADAMS, Leta E., 1909 N. Y. S., who has been consulting librarian for Gaylord Bros. since 1916 has resigned her position and will return to the strictly professional field of library work. After Nov. 1st, she will be with her family at 2128 E. 100 St., Cleveland, Ohio.

ADAMSON, Ruth E., 1916 C. P. cert., appointed high school librarian, Fond Du Lac, Wis.

BACKUS, Joyce, 1920 S., by error reported as head of the Circulation Department of the State College of Washington, Pullman, is reference assistant at the State Library of California.

BEATTY, M. Irene, 1914-15 N. Y. S., has resigned as head of the Circulation Dept. of the St. Joseph (Mo.) Public Library to take charge of a branch of the public library at East Cleveland.

BETTS, Gladys, 1919 P., has been transferred to the Branch Department of the Library Association of Portland, where she will have charge of the stations work in the city and county.

BLACKBURN, Bertha, of the catalog department of the University of Illinois Library, appointed head cataloger at the University of Tennessee Library.

BLODGET, Theodora C., 1898 D., appointed first assistant in the Burlington Co. (N. J.) Free Library.

CHILDRESS, Lillian H., formerly librarian of the Cherry Street Branch Library at Evansville will have charge of the colored branch of the Indianapolis Public Library.

COMAN, Carol, station librarian U. S. Naval Training Station, San Francisco, Calif.,

transferred to Parris Island, S. C., to be the station librarian.

DAY, Rebecca, of the U. S. Naval Hospital, Fort Lyons, Colo., transferred to the Navy Yard, Mare Island, Calif., as station librarian.

DICKSON, Lillian L., appointed acting librarian of the Riverside Public Library.

ECCLES, Mary W., 1916 C. P. cert., of Homestead, resigned to become school librarian at Cleveland Heights, Cleveland, O.

FOSSLER, Anna K., 1901 N. Y. S., who has been head of the technical department of the Library Association of Portland for the past five years, resigned in October. Miss Fossler goes to Los Angeles where she has accepted the position of first assistant in the library of the southern branch of the University of California.

GAMMONS, Abbie, S. 1910, resigned October 1 as first assistant in the catalog department of the Library Association of Portland, to fill a similar position in the Detroit Public Library.

KANE, Annise, 1910 S., appointed cataloging and reference librarian of the Jones Memorial Library at Amherst, Mass.

LUTHER, Jessie, reference librarian of the Kellogg Library, Kansas State Normal School, Emporia, has prepared a table of contents and alphabetical index to Burns Mantle's Best Plays of 1919-20 and the Yearbook of the Drama in America (Small, Maynard, 1920.) The tables, covering fourteen mimeographed pages, may be obtained from the Library for ten cents each.

MAST, Maude L., transferred from the Navy Yard, Mare Island, Calif., to the Eleventh Naval District, San Diego, Calif., to have charge of the station libraries in that district.

METZ, Corinne A., 1907 N. Y. S., has resigned the librarianship of the Spades Park Branch Library, Indianapolis, to take charge of County Library work at Fort Wayne, Ind. She is succeeded by Jessie E. Logan, 1921 Wis., formerly in charge of county extension work at Logansport.

MIDDLETON, Katherine, 1915 S., is indexing the Archives of Dartmouth College.

SAUER, Julia L., secretary to the librarian and supervisor of the apprentice class of the Rochester (N. Y.) Public Library, appointed head of the Children's Department and supervisor of branches and stations of the same library.



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SMITH, Gretta, 1914 D., instructor in the Iowa Summer Library School and previous to that first assistant in the circulation department of Portland (Ore.) Library Association, appointed head of the Publications Division of the Indianapolis Public Library.

SNYDER, Mary B., 1902 D., recently librarian of The Bethlehem Shipbuilding Corporation, appointed to take charge of commercial libraries and filing for the Library Bureau in Chicago, September 1st.

SWIFT, Lindsay, author and editor, after forty-three years' service at the Boston Public Library died suddenly on September 11. There is a portrait of him in the September 30th *Quarterly Bulletin* of which publication he had long been editor and the November 15th number of *Library Life* is to contain a story of his career and tributes from those who knew him.

TOMPKINS, Annie Cleveland, for twelve years a member of the New York Public Library Periodical Division staff, and since August 1918 chief of the Division, died at Lake Village, Arkansas, October 5th, after nine months' illness.

VAUGHN, Nancy, is to be assistant librarian of the Metropolitan Life Insurance Company, New York, and not chief librarian as announced on October 1st.

WELLS, Elinor, recently assistant in the Public Documents Department of the Free Library of Philadelphia, has been appointed to the position of first assistant in the Drexel Institute Library, succeeding Katherine M. Trimble, 1913 D.

WILKIE, Florence, 1914-15 N. Y. S., appointed librarian of the Forestry School of Yale University.

The members of the Pratt Institute School of Library Science class of 1921 have been placed as follows:—Catherine Barksdale, assistant librarian, Madison (N. J.) Public Library; Nell

Blair, loan desk assistant, library of the University of North Carolina; Nellie C. Brink, private secretary to Sherwin Cody, to assist in bibliographical work; Margery Burditt, head of the circulation department, Waterloo, (Ia.) Public Library; Ida Cohen, foreign assistant, Tremont Branch, New York Public Library; Mary R. Crawford, librarian, Connecticut College for Women, New London, Conn.; Ula W. Echols, children's librarian, Omaha (Neb.) Public Library; Harriot R. Ewald, reference librarian, Harrisburg (Pa.) Public Library; Millicent Gilder, assistant librarian, Oshkosh (Wis.) Public Library; Frances F. Hart, assistant in charge of Citizens Union Library, New York; Helen Johns, librarian, Deschutes County Library, Bend, Ore.; Elizabeth H. Kelly, reference assistant, El Paso (Tex.) Public Library; Alice J. Kindt, assistant, Pratt Institute Free Library; Isabelle A. King, assistant, Thomas Crane Public Library, Quincy, Mass.; Marion H. Lambert re-appointed to the staff of the St. Paul (Minn.) Public Library; Helen G. Metcalf, reference librarian, Waterloo, (Ia.) Public Library; Maude Montgomery, librarian, Department of Agriculture, Iowa State College, Ames; Jane Morey, in charge of traveling libraries, Missouri Library Commission, Jefferson City; Mabel L. Morsch, cataloger, State University of Iowa Library, Iowa City; Eunice F. Patten, assistant, Macon branch, Brooklyn Public Library; Antoinette Quinn, branch librarian, Milwaukee Public Library; Janet F. Saunders, cataloger, Princeton University Library; Blanche A. Smith, assistant in charge of work with schools, Des Moines, (Ia.) Public Library; Margrethe R. Sørensen re-appointed to the staff of the New York Public Library; Marjorie R. Spencer, head of the circulation department, Trenton (N. J.) Public Library. Isaac V. Lucero is taking a second year course at the University of Illinois Library School.

LIBRARY OPPORTUNITIES

No charge is made for insertion of notices in this department. Replies should be addressed directly to the ADVERTISER, either at the address given or under the key letter in care of this office.

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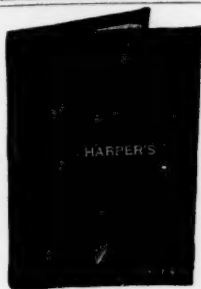
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RECENT BIBLIOGRAPHIES

ACCOUNTING. See COST ACCOUNTING

AGRICULTURAL CLUBS

Burnam, Anita and M. L. Hall. Hints on programs for junior agricultural clubs. Lexington, Kentucky: University of Kentucky, College of Agriculture, Extension Division. Bibl. March, 1921. (Circular no. 91).

AGRICULTURE

United States. Department of Agriculture. Department bulletins nos. 751-775, with contents and index. 24 p.

—Farmers' bulletins nos. 1076-1100, with contents and index. 19 p.

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ALASKA. See MINES AND MINING

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Norwich (England) Public Library. English architecture up to 1550. *Reader's Guide*. October-December, 1921. p. 191-194.

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United States. Library of Congress. List of references on the baking industry. 16 typew. p. March 19, 1921. (Obtained only thru P. A. I. S.).

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Robb, Thomas Bruce. The guaranty of bank deposits. Boston: Houghton Mifflin. 3 p. bibl. O. \$2.50 n. (Hart, Schaffner and Marx prize essays in economics).

BIBLE—NEW TESTAMENT

Hayes, Doremus Almy. The New Testament epistles; Hebrews, James, first Peter, second Peter, Jude. New York and Cincinnati: Methodist Book Concern. 5 p. bibl. O. \$2.50 n. (Biblical introd. ser.)

BIBLE—PROPHECIES

Sanders, Frank Knight. Old Testament prophecy. New York: Scribner. 5 p. bibl. S. \$1.25 n. (Life and religion ser.).

BIRDS—SOUTH DAKOTA

Over, William H., and Craig S. Thoms. Birds of South Dakota; [in which 322 species and subspecies have been recorded.] Vermilion, S. D.: University of South Dakota. 3 p. bibl. O. pap. (Geological and natural history, bull. 9, ser. 21, no. 9).

See also GULLS

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Johnson, Merle, comp. A bibliographic check-list of the works of James Branch Cabell; 1904-1921. New York: Frank Shay. 27 p. D. pap. \$1.50 (200 copies).

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United States. Library of Congress. List of references on chain stores. 10 mim. p. March 4, 1920.

COST ACCOUNTING

United States. Library of Congress. Brief list of references on interest as an element in manufacturing cost. 3 typew. p. March 8, 1921. 40 c. (Obtained only thru P. A. I. S.).

DANTE ALIGHIERI

Cambridge (Massachusetts) Public Library. List of books on Dante in the . . . Library, compiled on the occasion of the six hundredth anniversary of Dante's death. 5 p.

Taylor, Lucien Edward, comp. Dante; a list of books in the . . . library . . . prepared in commemoration of the six hundredth anniversary of the poet's death. Boston: Boston Public Library. 59 p. pap. 5 c. (Brief reading lists no. 19, October, 1921).

Wilkins, Ernest Hatch, comp. One hundred Dante books; a list prepared for the Italy America Society and the National Dante committee. New York: Italy America Society. 11 p. O. pap. gratis.

DEBTS, PUBLIC

United States. Library of Congress. Brief list of books on public debts. 5 typew. p. March 14, 1921. 60 c. (Obtained only thru P. A. I. S.).

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PRODUCTION

ENGLISH LANGUAGE

Matthews, Brander. Essays on English. New York: Scribner. 2 p. bibl. D. \$2 n.

EUROPE

Turner, E. R. Europe since 1870. Garden City, N. Y.: Doubleday, Page. Bibl. \$3.

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FISH, CANNED

Great Britain. Ministry of Agriculture and Fisheries. Fisheries, England and Wales; fishery investigations; series I, Fresh-water fisheries and miscellaneous; v. 2, no. 1, Methods of fish canning in England. London: H. M. Stationery Office. Bibl. 2 s. 6 d.

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Fansler, Dean Spruill, comp. Filipino popular tales; collected and ed. with comparative notes. N. Y.: Stechert. 5 p. bibl. O. \$5 n. (Memoirs of the American folk-lore society, v. 12).

FOREIGN TRADE

Schwedtmann, Ferdinand Charles Vanderwald. The development of Scandinavian-American trade relations. New York: National City Bank. 2 p. bibl. O. (Foreign commerce ser. no. 5).

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